

World Bank Promotes Its Agenda in Paris

CAUT sent two representatives to the World Conference on Higher Education held at UNESCO headquarters in Paris October 5 to 9, 1998. The following alarming report on the conference was supplied by CAUT President Bill Graham who points out that the official Canadian delegation did not vigorously defend the importance of public post-secondary education.

THE SCORE WOULD HAVE read World Bank 4, UNESCO 1 if the recent World Conference on Higher Education in Paris had been a soccer match. For the powerful forces seeking to control post-secondary education, led by the World Bank and its allies, the enemy are university teachers around the world; and war has been declared. The battle cry is that higher education "must proceed to the most radical change and renewal it has ever been required to undertake." And that means radically changing the "traditional" or "classical" or "research based" university and its personnel

AAUP General Secretary Mary Burgan & Bill Graham at UNESCO World Conference.

to meet the ravenous needs of the knowledge-based global economy.

The official documents to be adopted were a *World Declaration on Higher Education for the 21st Century* and a *Framework for Priority Action for Change and Development*. As is the case with many such large conferences the wording of the declaration and framework had been largely drafted prior to the event and reflected the compromised blandness we associate with such general statements. From the very



first day of the conference, however, it was clear from the discussions that seemingly simple words and phrases carried a heavy load of implied meaning and consequences for implementation.

The original UNESCO agen-

da, developed over many years at a variety of conferences throughout the world, and the work of its impressive Director-General Federico Mayor, had been relegated to the background by the World Bank and its allies. The problems to be dealt

with were finance, access, equity, quality and relevance, lifelong learning, employability of graduates, technology, involvement of business and industry, staff develop-

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Conciliation Fails Faculty on Strike at Brandon

BRANDON UNIVERSITY FACULTY went on strike at 7.31 on the morning of Nov. 9, one minute before they were due to be locked out by the university administration.

Ninety-seven per cent of bargaining unit members participated in the October strike vote. Support to take strike action was strong, with 80% in favour. Conciliation efforts in late October and during the first week of November failed to produce a tentative agreement between Brandon University Faculty Association (BUFA) and its employer.

The parties have agreed to a post-strike mediation process that began on Tuesday, with the mediator's report due by noon on Friday,

Nov. 13. If mediation fails, the faculty association has called for the employer to agree to binding arbitration.

The Brandon University Student Union has thrown its support behind the demands of the faculty and their call for binding arbitration. The students have also made free coffee and donuts available to the picketers.

Their key issues are salary and benefits, tenure procedures, privacy, copyright protection for distance education courses, and technological change. ■

Messages of support and solidarity can be faxed to BUFA at 204-725-1343. For up-to-date information on the strike check out www.bufo.org.

La Banque mondiale et ses alliés

L'ACPPU a délégué deux représentants à la Conférence mondiale sur l'éducation supérieure du 5 au 9 octobre 1998. Le président de l'ACPPU, Bill Graham, a fourni le rapport alarmant qui suit sur cette conférence. Il nous informe que la délégation officielle du Canada n'a pas défendu vigoureusement l'importance de l'enseignement postsecondaire public.

SIL LA CONFÉRENCE MONDIALE sur l'éducation supérieure de l'UNESCO, récemment tenue à Paris, avait été une partie de soccer, le pointage aurait été de 4 contre 1 pour la Banque mondiale. Pour les puissantes forces qui tentent de prendre le contrôle de l'enseignement postsecondaire, avec en tête la Banque mondiale et ses alliés, l'ennemi à battre sont les professeurs d'université des quatre coins du monde. La guerre est donc déclarée. Le cri de guerre est que l'enseignement supérieur devra effectuer les modifications et les

renouvellements les plus radicaux qu'on ne lui a jamais demandés. En d'autres termes, il faudra transformer l'université «traditionnelle» ou «classique» ou «à vocation de recherche» et son personnel pour satisfaire la voracité d'une économie mondiale fondée sur l'information.

Il fallait adopter les documents officiels intitulés *Déclaration mondiale sur l'enseignement supérieur pour le XXI^e siècle* et *Cadre d'action prioritaire pour le changement et le développement de l'enseignement supérieur*. Comme c'est le cas pour de nombreuses conférences aussi importantes, le texte

de la déclaration et du cadre d'action a été rédigé en grande partie avant la tenue de la conférence mondiale et il reflétait la fadure des compromis associés à ce genre de déclarations générales. Cependant, dès le premier jour de la conférence, il s'est dégagé des discussions, de manière évidente, que des mots et des groupes de mots apparemment simples étaient lourds de sens et de conséquences implicites pour la mise en oeuvre de ces plans d'action.

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CAUT ACPPU BULLETIN

PUBLISHED BY/PUBLIÉ PAR
Canadian Association of University Teachers
Association canadienne des professeurs et
professeurs d'université

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The CAUT Bulletin is published the first week of each month September through June. Average distribution 31,000. Indexed in the Canadian Education Index, ISSN 0007-7887. Available in microform from Micromedia, 20 Victoria Street, Toronto, ON M5C 2N8. Classified ads and a selection of articles are available via the Bulletin Online at www.caut.ca.

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Le Bulletin de l'ACPPU est publié la première semaine de chaque mois de septembre à juin. Tirage moyen: 31 000. Répertoire dans le Répertoire canadien sur l'éducation. ISSN 0007-7887. Le Bulletin est disponible sur microforme auprès de Micromedia, 20, rue Victoria, Toronto (Ontario) M5C 2N8. Les annonces classées et un choix d'articles sont reproduits dans le Bulletin interactif sur le site www.caut.ca.

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Unified Research Ethics Code Forces Universal Compliance

ALL FACULTY ASSOCIATIONS NEED TO ACT PROMPTLY IN response to a recently adopted policy statement on research ethics issued by Canada's three granting councils. Universities have until September 1999, to bring their own ethics policies in line with the new Tri-Council position. All research conducted at the university, whether or not funded by a granting council, must comply.

The Tri-Council policy statement: *Ethical Conduct for Research Involving Humans* was developed jointly by the Medical Research Council of Canada, the Natural Sciences and Engineering Research Council of Canada, and the Social Sciences and Humanities Research Council of Canada. The document replaces both SSHRC's and MRC's guidelines for research with human subjects.

The Councils will consider funding (or continued funding) only to individuals and institutions which certify compliance with this new policy. Should a university not comply with the Tri-Council policy by September 1999, researchers working there will not be eligible for funding from the Tri-Councils.

Every university already has in place procedures for reviewing the ethical conduct for research involving humans. These procedures are likely similar to the Tri-Council policy except that the new policy is a unified code that applies to all disciplines and research. And, in some cases, it may include types of research that were previously exempt.

Research Ethics Boards

Under the Tri-Council policy, all research that involves living human subjects requires review and approval by a Research Ethics Board (REB) before the research begins. As well, research involving human remains, cadavers, tissues, biological fluids, embryos or fetuses must be reviewed by the REB. The REB will have the authority to approve, reject, pro-

pose modifications to, or terminate any proposed or ongoing research involving human subjects which is conducted within, or by members of, the university and which does not meet the minimum standards outlined in the policy statement.

REBs must consist of at least five members, including both men and women, of whom at least two must have broad experience in the methods or in the area of research that are covered by the REB; at least one member who is knowledgeable in ethics; and at least one member who has no affiliation with the university but who is recruited from the broader community served by the university.

For biomedical research, the REB must also include a member who is knowledgeable in the relevant law. Large universities may have several REBs to deal with specific types of research; small universities may operate a joint REB on a co-operative basis. The policy statement does not spell out the process for establishing a REB.

Associations Must Act Now

Whether through Senate or through collective agreements, faculty associations should ensure their involvement in the implementation of the Tri-Council policy. CAUT staff and officers as well as CAUT's Academic Freedom and Tenure Committee and Collective Bargaining and Economic Benefits Committee are prepared to assist in developing strategy with respect to implementation of the policy or drafting appropriate language for collective agreements. ■

A copy of the policy statement may be obtained from the Medical Research Council of Canada, Holland Cross, Tower B, 5th Floor, 1600 Scott St, PL3105A, Ottawa ON K1A 0W9; or downloaded from these web sites www.mrc.gc.ca, www.nserc.ca, www.sshrc.ca. The Tri-Councils have also posted answers to what they expect to be frequently asked questions about the policy statement. A copy of CAUT's advice to faculty associations is available on the CAUT web site www.caut.ca.

Adoption par les trois conseils subventionnaires d'un code éthique

TOUTES LES ASSOCIATIONS DE PROFESSEURS DOIVENT réagir promptement à l'énoncé de politique que les trois conseils de recherches du Canada ont adopté récemment. Les universités auront jusqu'en septembre 1999 pour harmoniser leurs lignes directrices en matière d'éthique avec la nouvelle politique des trois conseils. Toutes les recherches effectuées à l'université, qu'elles soient ou non subventionnées par un conseil de recherches, devront s'y conformer.

La politique, qui s'intitule *Éthique de la recherche avec des êtres humains*, est l'oeuvre commune du Conseil de recherches médicales du Canada, du Conseil de recherches en sciences naturelles et en génie du Canada et du Conseil de recherches en sciences humaines du Canada. Le document remplace les lignes directrices respectives du CRSH et du CRM sur la recherche avec des sujets humains.

Les conseils maintiendront leur financement ou accorderont des subventions uniquement aux personnes et aux établissements qui auront prouvé leur conformité à la nouvelle politique. Si une université ne se conforme pas à la politique des trois conseils d'ici septembre 1999, ses chercheurs ne seront pas admissibles à des subventions.

Chaque université dispose déjà de méthodes d'évaluation de l'éthique des recherches faisant appel à des sujets humains. Ces méthodes ressemblent à celles des trois conseils subventionnaires à la différence que la nouvelle politique constitue un code uniforme qui s'applique à toutes les disciplines et recherches. Dans certains cas, elle pourra inclure des types de recherches qui en étaient peut-être exclues auparavant.

Les comités d'éthique de la recherche

Conformément à l'énoncé de politique des trois conseils, toutes les recherches faisant appel à des sujets humains ne pourront être entreprises qu'après avoir été examinées et approuvées par un comité d'éthique de la recherche (CÉR). De plus, le CÉR devra examiner les recherches effectuées avec des restes humains, des cadavres, des tissus, des fluides biologiques, des embryons et des foetus humains.

Le CÉR aura le pouvoir d'approuver et de rejeter les projets de recherches ou les recherches en cours avec des sujets humains menées à l'université ou par des universitaires qui ne respectent pas les normes minimales de l'énoncé de politique.

Le CÉR devra être composé de cinq membres au moins, hommes et femmes. Deux de ces membres au moins devront posséder une vaste expérience dans les méthodes ou dans les disciplines de recherche relevant de la compétence du CÉR, au moins un membre devra être versé en éthique et au moins un membre devra être recruté à l'extérieur de l'université mais au sein de la collectivité servir à l'établissement.

Dans le cas de la recherche biomédicale, le CÉR devra également compter un membre qui connaît le droit approprié aux projets de recherche. Les grandes universités pourront avoir plusieurs CÉR pour traiter de types précis de recherches. Les petites universités pourront se partager des CÉR ou explorer la possibilité de coopérations. L'énoncé de politique ne précise pas la marche à suivre pour créer un CÉR.

Les associations doivent agir maintenant

Que ce soit par l'entremise du conseil d'université ou de la convention collective, les associations devront s'assurer de participer à la mise en oeuvre de la politique des conseils de recherches. Le personnel et les dirigeants de l'ACPPU, le Comité de la liberté universitaire et de la permanence de l'emploi et le Comité de la négociation collective et des avantages économiques sont prêts à vous aider à élaborer une stratégie de mise en oeuvre de la politique ou à rédiger les dispositions pertinentes pour votre convention collective. ■

On peut se procurer un exemplaire de l'énoncé de politique en s'adressant au Conseil de recherches médicales du Canada, Holland Cross, Tour B, 5^e étage, 1600, rue Scott, PL3105A, Ottawa (Ontario) K1A 0W9, ou en le téléchargeant à partir des sites web suivants : www.mrc.gc.ca, www.nserc.ca, www.sshrc.ca. Les trois conseils ont également affiché des réponses à des questions qui sont probablement les plus souvent posées au sujet de l'énoncé de politique. Une copie de l'avis de l'ACPPU aux associations de professeurs est disponible sur son site : www.caut.ca.

Waterloo Votes for Rand Formula

FACULTY AT THE UNIVERSITY of Waterloo voted by over 67 per cent to introduce a full Rand formula, for all employees represented by the faculty association (FAUW). The vote was conducted in mid-October.

This is the first time a full Rand formula has been adopted by faculty members whose association is not certified.

The Rand formula means that, as of Jan. 1, 1999, payment to FAUW of an amount equal to the membership dues of FAUW is a condition of employment for each member of the groups represented by FAUW. The amount will be collected by payroll deduction and remitted to FAUW, and the only grounds for redirection of the amount (to a charity) is a bona fide religious objection. Membership in FAUW remains a matter of choice, but everyone has an obligation to pay an amount equal to FAUW dues by payroll deduction and have that amount remitted to FAUW by the university.

The new memorandum of agreement stipulates that "The University recognizes the Association as the sole representative of the following groups of University employees (hereinafter referred to as Members) with regard to terms and conditions of employment: (a) all regular faculty members who hold definite term, probationary, tenured, or continuing appointments, on either a full-time or fractional-load basis; and (b) all part-time faculty members who hold definite term appointments of one year or more with FTE of at least 50 per cent (as specified in the letter of appointment)."

The university also collects membership dues by payroll deduction and remits them to FAUW for other employees (e.g., librarians) who are permitted by the FAUW constitution to be full voting members of FAUW and elect to join, but who are not presently recognized by the university as being represented by FAUW. ■



PROFESSOR FALLGUY

His tenure bid denied.



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Her first big case.



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BARGAINING IN BRIEF

St. Thomas Faculty Settle in Conciliation

On Oct. 28, 83 per cent of the full-time faculty at St. Thomas University in Fredericton turned out to vote on a new tentative agreement between FAUST and the university. The new agreement, which expires in June 1999, was ratified by a 70 per cent vote in favour of acceptance. Highlights of the settlement include the creation of a parity committee to discuss workload issues (prevalent throughout negotiations); a wage increase of 1.7 per cent in year one and 1.5 per cent in year two; an increase of about \$400 in professional development allowance; and a \$125 cash payment for each full-time member of the bargaining unit.

Negotiations had been ongoing for over a year. The employer was attempting to truncate workload provisions in the agreement, specifically those dealing with class size maximum and teaching/course load. The association requested the assistance of a conciliator who, in the final hours of the scheduled meetings, helped the parties reach a satisfactory agreement.

Faculty association president Dr. Gayle MacDonald says this round of bargaining served mainly to preserve the status quo rather than make substantial gains. "We are delighted to reach an agreement after such a long and arduous struggle, and one we can live with as faculty. We are well aware, however, that negotiations in the late 1990s have more to do with building better dams to stem the tide of managerial incursions into the working life of faculty, than they are about redirecting the river flow. We expect many of these issues to resurface in other ways, at future negotiating tables. However, it is now time to celebrate our victory. For the executive and the membership, I would like publicly to thank our chief negotiator, Piet Defraeye, and the members of the team over the past year Tom Good, Gary Hughes, Rebecca McKenna and Colm Kelly. The union makes us strong!"

The parties may be back at the bargaining table as early as February 1999.

Three-Year Agreement Reached at the University of Windsor

A three-year agreement expiring June 30, 2001 has been reached between the University of Windsor and the University of Windsor Faculty Association. Some of the highlights include a 2.5 per cent average yearly increase in each of the three years of the contract, small enhancements to the health benefits, and changes to the pension plan.

The following components affect the base salaries of full-time faculty, librarians and ancillary academic staff — minima for the ranks will increase by 2.5 per cent on July 1 each year of the contract; 1.5 per cent scale increase July 1 each year of the contract, and PTR increases that average 1.0 per cent of salary in each of the three years. PTR for 1998 - \$795; 1999 - \$810; and 2000 - \$830. Anomalies Fund — for faculty and librarians — \$70,000 with anomalies awards to be effective June 30, 2001. This fund is not restricted to gender-based anomalies. Course rates for sessional instructors will be increased by 2.5 per cent. The new full semester course rates — July 1, 1998: \$3,690; July 1, 1999: \$3,782; July 1, 2000: \$3,877. Hourly rates for sessional instructors will be increased by approximately 2.5 per cent. Salaries for sessional lecturers are increased by 3.125 per cent which is the percentage increase that the lowest paid faculty members will receive. The rate for overload courses has been increased to \$3,300.

Because of a surplus in the minimum guarantee portion of the pension plan, the pension contribution holiday has been extended and should continue for about three and a half years. Improvements to the pension plan have also been negotiated, including a change in the minimum guarantee formula from 1.35/2.0 to 1.45/2.0. The early retirement program consisting of a voluntary early retirement plan and a retirement allowance will continue with slight variations.

Mount Allison Faculty Association Applies for Conciliation

On Oct. 15 the Mount Allison Faculty Association Executive applied for conciliation. The collective agreement expired at the end of June and by Oct. 27 there had been thirty-one negotiating sessions. Key issues remain unresolved although the parties have managed to agree in principle on about half the articles in the collective agreement.

In this round of negotiations MAFAs priorities are to address issues relating to quality, equity, and respect. Issues that remain unresolved include appointments, parental leaves, early retirement, the use of official files, discipline, and salaries — all areas of conflict in administering the last collective agreement.

The university currently has a four-year proposal on the table offering a \$1,600 increase to each step in the scale in the first year of the agreement. Changes to the scales (either increases or decreases) for subsequent years would be negotiated at the beginning of each year of the agreement. The university claims it cannot plan for more than one year at a time because of uncertainties in provincial funding.

MAFAs current proposal is for increases to the salary scale of seven per cent in the first year, eight per cent in the second year, and five per cent in the third year. In the last two sets of negotiations (1992 and 1995) the faculty association made major concessions in salaries to help the university with its reported financial difficulties. However, in the last seven years, while the university has used operating surpluses to repair buildings, faculty salaries have fallen to near the bottom of the group of small universities in Canada. With each passing year the possibility of catching up to an average salary within this group becomes more difficult.

The university while agreeing there may be an impasse over salary refused to join the application for conciliation. The two sides continue to negotiate. If the conciliation process is unable to resolve the outstanding issues, MAFAs will be in a position to take a strike vote.

Mount Allison feature supplied by Hans van der Leest, past president of Mount Allison Faculty Association.

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Tracking the Feds on Education

CANADA'S LARGEST COALITION for public education, the Public Education Network, met in Montreal on October 26 to plan activities for 1999. At the top of its list is preparing a detailed report card on the federal government's record on educational matters.

"It is important for Canadians to realize what the federal government has been doing about education," said CAUT President Bill Graham. "The Public Education Network's yearly report card will cut through government rhetoric and tell Canadians the real story."

The report card will be prepared by the research departments of PEN's member organizations and will be released as part of a national public awareness campaign in 1999.

The Public Education Network was established in September, following a meeting of concerned organizations at the Council of Ministers of Education national forum in St. John's earlier in the year.

PEN brings together, for the first time, major student and teacher organizations in Canada and Quebec. Founding organizations include CAUT, the Canadian Federation of Students, la Fédération étudiante universitaire du Québec, la Fédération étudiante collégiale du Québec, the Canadian Teachers Federation, le Centrale de l'enseignement du Québec, la Fédération québécoise des professeurs et professeurs d'université, the Canadian Labour Congress and the National Anti-Poverty Organization. ■

World Conference on Higher Education

FROM PAGE 1

ment, academic freedom and autonomy, and world peace.

But for some years now, the World Bank has been developing an agenda on higher education which they refer to as "the reform agenda." The key concepts of the agenda are: privatization, deregulation, and market orientation. Standing in the way of implementing this reform agenda to address the problems are, they make clear, the traditional university in general, and its faculty members in particular.

The thirteen member official Canadian delegation was led by Andrew Petter, B.C. Minister of Higher Education, and Pauline Marois, Quebec Minister of Education. It included government bureaucrats but no higher education administrators, faculty or students.

Delegates from CAUT, the Fédération québécoise des professeurs et professeurs d'université, and the Canadian Federation of Students were treated cordially by the official delegation but were relegated to guest status. We were disappointed that the official Canadian delegation did not vigorously defend the importance of public post-secondary education.

CAUT and FQPPU worked diligently with the national faculty associations from New Zealand, Australia, the United Kingdom, Ireland, France, Germany, Denmark, Sweden, Poland and the United States to amend the declaration and framework and to influence the debate on some of the key issues. We were greatly assisted by Education International to which most of our national counterpart associations belong.

This powerful international educational coalition, as well as having secured official delegate status, had obtained a rare seat on the fourteen member official drafting committee. This enabled us to get some of our amendments into the final draft of the declaration and framework.

But the World Bank's reform agenda still emerged from the conference alive and raring to go. Their *The Financing and Management of Higher Education: A Status Report on Worldwide Reforms*, written for the UNESCO conference, explains that the reform agenda "is oriented to the market rather than to public ownership or to governmental planning and regulation. Underlying the market orientation of tertiary education is the ascendancy, almost worldwide, of market capitalism and the principles of neo-liberal economics."

Higher education, the World Bank argues, is a private — not a public — good whose problems are amenable to market solutions. That is, it is in limited supply, not demanded by all, and is available for a price. Also, the consumers (business and industry) are "reasonably well informed" while the providers (administrators and faculty) are "often ill informed — conditions which are ideal for market forces to operate." Financing the demand side means, in practice, (i) increasing tuition fees; (ii) charging full cost fees for room and board; (iii) means testing for all student loans; (iv) charging full market rates of interest on all loans; (v) improving collection of loans through private companies, and the introduction of a graduate tax; (vi) training faculty in entrepreneurship; (vii) selling

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Justifying a New Federal Post-Secondary Education Fund

"WITHOUT THE FEDERAL government resuming its responsibilities, Canada's universities are in serious jeopardy," CAUT told the House of Commons Standing Committee on Finance in a pre-budget submission on Oct. 26.

CAUT pointed out the dramatic cut in federal government support for post-secondary education over the past five years. This funding cut has reduced accessibility and threatened quality, according to CAUT.

CAUT called on the federal government to restore funding to the 1993-94 level of \$2.5-billion through a new post-secondary education fund and accompanying postsecondary act that sets national standards to assure public administration, accessibility, academic freedom, mobility and research support.

Acknowledging that this proposal runs counter to the notion of social union being proposed by most of the provinces and tacitly accepted by the federal government, CAUT said that the federal role in setting social policy and national standards cannot be abandoned. It noted that this will require recognition of the special status of Quebec as a condition of restoring federal initiatives that are essential to prevent the irreparable damage to Canada's system of post-secondary education and social programs.

Focusing on decreasing accessibility, CAUT noted that tuition fees have increased by over 90 per cent since 1990, while the Consumer Price Index has risen only 16.7 per cent. This has helped push average student debt load to \$25,000, almost triple what it was nine years earlier.

Part-time student enrolment has dropped 21 per cent since

1991-92, as universities consolidate their declining resources to meet the needs of full-time students.

Funding cuts have worsened faculty-student ratios and have had a devastating effect on university libraries. In the *Association for Research Libraries* index, Canadian university libraries have fallen significantly in rankings relative to libraries at American universities.

Faculty salaries at Canada's largest universities have fallen in real dollar terms over the past seven years, and the number of faculty have declined significantly. Salaries for full professors at Canada's largest universities trail their American counterparts by 25 per cent. For associate professors, the difference is 14 per cent, and for assistant professors the difference is 22 per cent.

With a significant percentage of Canadian faculty reaching retirement age in the next ten years, and with a 23 per cent projected growth of the student-age population during the same period, the need for new faculty will rival that of the late 1960's and early 1970's. But Canadian universities will have a difficult time competing with American universities because salaries and research funding are so much lower here.

In addition to raising tuition fees, universities and governments have promoted stronger links with the private sector as an antidote to reduced public funding. CAUT warned that this posed a threat to universities. It noted the possibility of conflicts between corporate interests and research ethics — as dramatically demonstrated in the Dr. Nancy Olivieri case where the corporate sponsor of her research threatened legal action if she published her findings.

Equally troubling is the corporate focus on a narrow range of commercially viable applied research. As Dr. Stefan Dupré, President of the Canadian Institute of Advanced Research, noted in a recent speech to the Partnership Group for Science and Engineering, "Truly fundamental research, especially in the physical sciences, is currently a very hard sell in the executive suites of Canadian corporations."

CAUT argued that growing reliance of private funding poses difficulties for the general operation of universities. Focus is increasingly narrowed to fields that have "market value." Less support is available for academic work whose goal is promotion of values such as democracy, social justice, cultural diversity, academic freedom and critical inquiry.

Universities are shifting their attention to programs for which they can introduce very high fees and attract corporate-sponsored students. Research talents of university faculty are being "rented" to corporations for a fee — without considering the implications of turning faculty energy and students' learning to solving corporate problems.

The CAUT brief argued that reliance on private funding to replace diminishing public support will propel Canada toward a two-tiered university sector. The privileged tier will be a small number of large universities with wealthy alumni and strong corporate links. Most universities will be relegated to an increasing impoverished second tier. ■

Copies of the CAUT brief are available on the CAUT web site www.caut.ca or by writing CAUT at 2675 Queensview Drive, Ottawa, Ontario K2B 8K2.

LEGAL NOTES

Charting the Way for Research Ethics

A Simon Fraser University committee has recommended full compensation for Russel Ogden's legal expenses and lost wages in connection with his appearance before a 1994 coroner's inquiry. The committee also recommended the SFU administration offer Mr. Russel an apology. Mr. Ogden, an M.A. student at the time, had braved a contempt of court charge to protect the confidentiality of his research sources and uphold broader principles of academic freedom. The committee also recommended the administration extend legal support and protection to graduate students engaged in university approved and supervised research.

Following the committee's recommendations, SFU has agreed to pay the roughly \$10,000 it cost Mr. Ogden to defend himself at the coroner's inquiry and to apologize to the former student of criminology. SFU President Jack Blaney has referred the third recommendation to the vice president academic for further consideration.

Meanwhile, controversy is building from the research ethics review committee's decision to require that potential research participants be informed that a court may compel disclosure of information they provide to researchers. Simon Fraser University Faculty Association is considering filing a policy grievance challenging the ethics review committee's decision. According to Association spokesperson Rick Coe, the new rule breaches the academic freedom provisions of the framework agreement and violates the committee's own policies. Opposition to the new requirement is growing in SFU's criminology department where faculty members maintain the disclosure provision is unethical. It exposes research participants to harm and compromises researchers' ability to protect confidential information. Concern over the issue is creating a serious backlog in the approval of research proposals within the department.

A SFU research ethics policy revision task force has been set up to resolve the controversy. Chaired by Professor Ellen Gee, the task force is mandated to prepare a revision of the existing research ethics policy and to advise on its use. The task force will consult with faculty, students, staff and funding agencies. Professor Gee says the task force's desire is to receive as much information from as many people as possible. The task force is expected to present its findings in March of 1999.

Jazairi Case Heads to Court of Appeal

Thirteen years ago Nuti Jazairi, a professor of economics at York University, was denied a promotion to full professor. Professor Jazairi believed the denial stemmed from his open support for the people of Palestine. After exhausting internal appeals at York, he filed a discrimination complaint with the Ontario Human Rights Commission.

Although the Commission agreed that Professor Jazairi had been treated unfairly, perhaps because of his political beliefs, it refused to hear the complaint. The Commission held that "creed," the ground of discrimination advanced by the professor, encompassed only religious, and not political, beliefs. The Divisional Court upheld this ruling.

Now Professor Jazairi has taken his long struggle to the Ontario Court of Appeal. The appeal could be heard as early as February or March 1999. Professor Jazairi will argue that the term "creed" includes political beliefs and that, in any event, the omission of explicit reference to "political beliefs" in the Ontario Human Rights Code contravenes the Canadian Charter of Rights and Freedoms.

Both York University Faculty Association and CAUT have obtained intervenor status in the appeal. "In the university setting where academic freedom is a paramount concern, a professor's political beliefs should have no bearing on his or her career prospects. We will fight to ensure they enshrine this fundamental principle in the Human Rights Code," said Professor Pat O'Neill, chair of CAUT's Academic Freedom and Tenure Committee.

More information can be found at: <http://www.yorku.ca/faculty/academic/nuti/ctappel.htm>.

Collèges francophones de l'Ontario : leur avenir en peril?

LES TROIS COLLÈGES DE LANGUE française en Ontario pourraient ne recevoir aucune aide financière du gouvernement fédéral pour l'exercice financier 1998-1999. La nouvelle a été annoncée pendant la diffusion de Panorama, l'émission d'information et d'affaires publiques de TFO (la télévision francophone de l'Ontario), le mercredi 14 octobre dernier. Trois invités directement touchés par cette annonce étaient en studio pour réagir et commenter cette décision gouvernementale qui risque de compromettre les programmes d'enseignement de leur établissement respectif.

Denis Hubert, vice-président de l'administration et des finances

de la Cité collégiale à Ottawa a affirmé «qu'avec le mécanisme de financement actuel, on ne peut pas arriver». Robert Mayrand, président du Collège des Grands Lacs, s'est dit inquiet «quant aux services qui ne seront plus donnés aux francophones de même que sur le retard que cela entraîne par rapport aux collèges de langue anglaise». Raymond Guindon, directeur de l'administration et des finances du Collège Boréal à Sudbury, a déclaré pour sa part que «cette décision s'avère très sérieuse et probablement désastreuse pour Boréal. Elle compromet notre croissance dans les années à venir».

Dans le cadre des programmes d'appui aux langues officielles de

Patrimoine Canada, les collèges francophones ontariens bénéficient d'un financement négocié au moyen d'une entente fédérale-provinciale pour l'enseignement dans la langue de la minorité.

Le financement est accordé en fonction du nombre d'inscriptions dans les différents programmes et sur la base de projets proposés par les gouvernements provinciaux et territoriaux.

Cette entente a pris fin en mars 1998 et fait présentement l'objet de négociations pour son renouvellement. Les trois collèges ont présenté une demande globale de 63 millions de dollars pour les cinq prochaines années. ■

Censured Administrations in the United States

INVESTIGATIONS BY THE AMERICAN Association of University Professors of the administrations of the institutions listed below show that, as evidenced by a past violation, they are not observing the generally recognized principles of academic freedom and tenure endorsed by this Association, the Association of American Colleges and Universities, and more than 150 other professional and educational organizations. The 1940 *Statement of Principles on Academic Freedom and Tenure* may be found in the May-June 1990 issue of *Academe*.

This list is published for the purpose of informing Association members, the profession at large, and the public that unsatisfactory conditions of academic freedom and tenure have been found to prevail at these institutions. Names are placed on or removed from this censure list by vote of the Association's Annual Meeting.

AALP

Placing the name of an institution on this list does not mean that censure is visited either upon the whole of the institution or upon the faculty, but specifically upon its present administration. The term "administration" includes the administrative officers and the governing board of the institution. This censure does not affect the eligibility of nonmembers for membership in the Association, nor does it affect the individual rights of members at the institution in question.

Members of the Association have often considered it to be their duty, in order to indicate their support of the principles violated, to refrain from accepting appointment to an institution so long as it

remains on the censure list. Since circumstances differ widely from case to case, the Association does not assert that such an unqualified obligation exists for its members; it does urge that, before accepting appointments, they seek information on present conditions of academic freedom and tenure from AAUP (500-1012 14th St. N.W., Washington, D.C. 20005-3465) and prospective departmental colleagues. The Association leaves it to the discretion of the individual, possessed of the facts, to make the proper decision.

The censured administrations, with dates of censuring, are listed below. Reports were published as indicated by the *Bulletin* or *Academe* citations following each listing. Reference should also be made to "Developments Relating to Censure by the Association" and to the "Report of Committee A," each of which appears annually in *Academe*. ■

AAUP List of Censured Administrations

GROVE CITY COLLEGE PENNSYLVANIA	March 1963(15-24)	1963
AMARILLO COLLEGE TEXAS	September 1967(292-302)	1968
FRANK PHILLIPS COLLEGE TEXAS	December 1968(433-38)	1969
VIRGINIA COMMUNITY COLLEGE SYSTEM	April 1975(30-38)	1975
CONCORDIA SEMINARY MISSOURI	April 1975(49-59)	1975
HOUSTON BAPTIST UNIVERSITY	April 1975(60-64)	1975
MURRAY STATE UNIVERSITY KENTUCKY	October 1975(322-28)	1976
BLINN COLLEGE TEXAS	April 1976(83-94)	1976
UNIVERSITY OF OSTEOPATHIC MEDICINE AND HEALTH SCIENCES IOWA	April 1977(82-87)	1977
STATE UNIVERSITY OF NEW YORK	August 1977(237-60)	1978
PHILLIPS COUNTY COMMUNITY COLLEGE ARKANSAS	May 1978(93-98)	1978
WINGATE COLLEGE NORTH CAROLINA	May 1979(240-50)	1979
OLIVET COLLEGE MICHIGAN	April 1980(140-50)	1980
NICHOLS COLLEGE MASSACHUSETTS	May 1980(207-12)	1980
YESHIVA UNIVERSITY NEW YORK	August 1981(186-95)	1982
AMERICAN INTERNATIONAL COLLEGE MASSACHUSETTS	May-June 1983(42-46)	1983
ILLINOIS COLLEGE OF OPTOMETRY	November-December 1982(17a-23a)	1984
METROPOLITAN COMMUNITY COLLEGES MISSOURI	March-April 1984(23a-32a)	1984
WESTMINSTER COLLEGE OF SALT LAKE CITY	November-December 1984(1a-10a)	1985
SOUTHWESTERN ADVENTIST COLLEGE TEXAS	January-February 1985(1a-9a)	1985
TALLADEGA COLLEGE ALABAMA	May-June 1986(6a-14a)	1986
SOUTHERN NAZARENE UNIVERSITY OKLAHOMA	November-December 1986(7a-11a)	1987
THE CATHOLIC UNIVERSITY OF PUERTO RICO	May-June 1987(33-38)	1987
HUSSON COLLEGE MAINE	May-June 1987(45-50)	1987
HILLSDALE COLLEGE MICHIGAN	May-June 1988(29-33)	1988
UNIVERSITY OF JUDAISM CALIFORNIA	May-June 1988(34-40)	1988
MARYLANO INSTITUTE COLLEGE OF ART SOUTHEASTERN BAPTIST	May-June 1988(49-54)	1988
THEOLOGICAL SEMINARY NORTH CAROLINA	May-June 1989(35-45)	1989
ALABAMA STATE UNIVERSITY	May-June 1989(46-56)	1989
CONCORDIA THEOLOGICAL SEMINARY INDIANA	May-June 1989(57-67)	1989
THE CATHOLIC UNIVERSITY OF AMERICA	September-October 1989(27-40)	1990
SAINT LEO COLLEGE FLORIDA	November-December 1989(34-40)	1990
NEW YORK UNIVERSITY	May-June 1990(49-56)	1990
DEAN JUNIOR COLLEGE MASSACHUSETTS	May-June 1991(27-32)	1992
WESLEY COLLEGE DELAWARE	May-June 1992(24-36)	1992
BALTIMORE CITY COMMUNITY COLLEGE	May-June 1992(37-41)	1992
LOMA LINDA UNIVERSITY CALIFORNIA	May-June 1992(42-49)	1992
CLARKSON COLLEGE NEBRASKA	May-June 1993(46-53)	1993
NORTH GREENVILLE COLLEGE SOUTH CAROLINA	May-June 1993(54-64)	1993
SAVANNAH COLLEGE OF ART AND DESIGN	May-June 1993(65-70)	1993
UNIVERSITY OF BRIDGEPORT	November-December 1993(37-45)	1994
BENEDICT COLLEGE SOUTH CAROLINA	May-June 1994(37-46)	1994
NYACK COLLEGE NEW YORK	September-October 1994(73-79)	1995
BENNINGTON COLLEGE	March-April 1995(91-103)	1995
ALASKA PACIFIC UNIVERSITY	May-June 1995(32-39)	1995
ESSEX COMMUNITY COLLEGE MARYLAND	May-June 1995(40-50)	1995
STEVENS INSTITUTE OF TECHNOLOGY NEW JERSEY	May-June 1995(51-56)	1995
ST. BONAVENTURE UNIVERSITY NEW YORK	July-August 1995(65-73)	1996
UNIVERSITY OF SOUTHERN CALIFORNIA	November-December 1995(40-51)	1996
GARLAND COUNTY COMMUNITY COLLEGE ARKANSAS	May-June 1996(41-46)	1996
SAINT MEINRAD SCHOOL OF THEOLOGY INDIANA	July-August 1996(51-60)	1997
MINNEAPOLIS COLLEGE OF ART AND DESIGN	May-June 1997(53-58)	1997
BRIGHAM YOUNG UNIVERSITY	September-October 1997(52-71)	1998
UNIVERSITY OF THE DISTRICT OF COLUMBIA	May-June 1998(46-55)	1998
LAWRENCE TECHNOLOGICAL UNIVERSITY	May-June 1998(56-62)	1998

World Conference on Higher Education

FROM PAGE 4

research and courses; and (viii) increasing the number of private educational institutions with full cost tuition. The goal is to make higher education completely self-financing.

The reform agenda also demands that decision making power in higher education should be wrested away from governments and institutions and vested in the clients (students) and customers (business and industry) and the public. The World Bank believes that government financing of higher education combined with institutional accountability to government is responsible in large measure for the survival of traditional, elitist, self-serving education which is unresponsive to the real needs of the (unregulated) global economy. Hence the need for budget reform.

The reform agenda wants an end to "negotiated budgeting" in which governments fund institutions on the basis of such traditional items as enrolment and reputation. That should give way to "performance budgeting" in which whatever public support remains is tied to demonstrated results based on consumer determined output indicators. In this way institutional managers will be forced to make the difficult decisions they are now avoiding, i.e. to reallocate resources in response to client and customer needs. And institutions will be forced into differentiation, ending the "isomorphic repetition" of the traditional classical or research university.

The World Bank believes that the public sector is hopelessly inefficient and unresponsive and unwilling, or unable, to undertake

reform for higher education. Institutional managers must be forced to account for their market position, cash flow, product diversification, and progress in creating corporate partnerships. They must also be forced to do a better job of personnel management and control. As one of the speakers from the official Australian delegation openly proclaimed, "the real problem with higher education globally is the faculty."

The World Bank believes that faculty have too much power in higher education and administrators have too little incentive to control them. Faculty power has its sources in control of the curriculum (unrelated to the needs of the global economy), shared or collegial governance, unionism and, of course, academic freedom and tenure.

The goal is to force faculty to give up their power and become more entrepreneurial, as the World Bank's status report reveals: "Radical change, or restructuring, of an institution of higher education means either fewer and/or different faculty, professional staff, and support workers. This means layoffs, forced early retirements, or major retraining and reassignment, as in: the closure of inefficient or ineffective institutions; the merger of quality institutions that merely lack a critical mass of operations to make them cost-effective; and the radical alteration of the mission and production function of an institution — which means radically altering who the faculty are, how they behave, the way they are organized, and the way they work and are compensated." ■

Details of the threat to academic freedom arising out of the UNESCO conference will be in the December *Bulletin*.

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Fees: \$2,995 includes tuition, materials, accommodation for five nights, all meals, and refreshments at University of Victoria's residential training centre, Dunsuir Lodge. Enrollment limited.

This is a collaborative professional development project by the Institute for Dispute Resolution, the Division of Continuing Studies, and the Faculty of Law at the University of Victoria.

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UNIVERSITY OF VICTORIA

Manitoba Settles

WITH A STRIKE DEADLINE just hours away, the University of Manitoba Faculty Association reached a tentative agreement on Sunday, Nov. 8.

The three-year agreement made significant gains on a number of issues — performance indicators, education technologies, replacement of faculty who leave or retire, and performance evaluations — according to UMFA chief negotiator, Robert Chernomas. "We learned the lesson that when we stood together on issues, we won."

In response to concerns about performance indicators mandated by the provincial government, the faculty won the guarantee that no academic jobs would be lost as a result of the university's use of any performance indicators.

The agreement gives faculty the right to choose whether or not to use various education technologies and to be protected against any

job loss that could otherwise result from such technologies.

To ensure renewal of the university, the faculty won a commitment that as long as the university can maintain its budget at current levels, it will fully replace all faculty and staff that leave or retire.

Language was added that ensures faculty access to grievance rights and due process procedures in all performance evaluations.

On the thorny issue of the employer's demand for mandatory retirement, the faculty were able to ensure continuation of the right to teach after age 70, on a half-time basis.

The agreement also provides a payment of \$740 in the first year and 1% and 2% in the next two years, as well as restoration of career progress increments and improvements in funds for travel and professional development. ■

Strike Forestalled at BC's Colleges

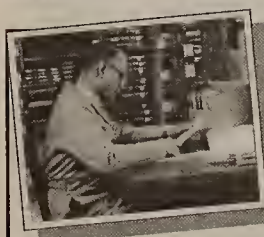
AN AGREEMENT REACHED ON Oct. 23 headed off a threatened strike at BC colleges, university-colleges and institutes. About 8,000 educators — members of the College Institute Educators' Association and the BC Government and Service Employees' Union — had been scheduled to begin strike action at 6:00 a.m. on Oct. 23. A strike would have affected an estimated 80,000 students.

"It has been an unusually long session of bargaining, with progress coming extremely slowly over the last eight months," said Ed Lavalle,

President of CIEA. "I am very proud of the work our joint bargaining committee has done to bring about this tentative settlement."

The three-year agreement includes new job security language, improved health and welfare benefits, protection against contracting out, and a process to convert sessional or part-time educators to regular status. Total compensation increases fall within the government's 0-0-2 wage guidelines.

The agreement is subject to ratification by the membership of the two unions. ■



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Edited by
Franca Iacovetta
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NEWSLINE

Sick Kids Hospital Sets Up Inquiry into Drug Study

The Hospital for Sick Children has agreed to a three-person committee of inquiry into the Dr. Nancy Olivieri case. Apotex Inc. withdrew Dr. Olivieri's research funding and threatened her with legal action when she wanted to publish findings critical of a new drug developed by the pharmaceutical company. Previously the hospital had announced the appointment of Dr. Arnold Naimark, former president of the University of Manitoba, as the sole investigator to conduct the inquiry. Dr. Olivieri and other concerned researchers, alleging a conflict of interest, demanded that the hospital set up an independent inquiry by at least three investigators. Bowing to mounting pressure, the hospital announced on Oct. 20 that two more members would be added to the panel. The two individuals, yet to be named at press time, will be chosen by Dr. Naimark. The report from the committee of inquiry is due by Nov. 30.

Join the White Ribbon Campaign at CAUT Council

Dec. 6, 1998 marks the ninth anniversary of the massacre of 14 women at Montreal's École Polytechnique. The White Ribbon Campaign provides an opportunity for all Canadians, especially men, to make a personal, public declaration against violence against women by wearing a white ribbon during the annual awareness campaign. White ribbons will be available for delegates attending CAUT Council on Nov. 20-22, 1998.

CAUT Working Jointly on Copyright Regulations

CAUT has joined forces with a number of associations to provide common input to the federal government on the new copyright regulations. The regulations have been drafted by Heritage Canada and Industry Canada as an outcome of the Phase II changes to the Canadian Copyright Act. CAUT is working with the Canadian Library Association, the Association of Universities and Colleges of Canada, the National Library of Canada, the Association of Canadian Community Colleges, the Canadian Association of Law Libraries, the Canadian Association of Research Libraries, the Canadian Museums Association, the Archival Community Copyright Committee, and l'Association pour l'avancement des sciences et des techniques de la documentation.

UVic Appears Before Labour Relations Board

On Oct. 13-15 the University of Victoria Faculty Association appeared before the B.C. Labour Relations Board to present, through its lawyer, arguments on three issues: Is the faculty association a "trade union" (as defined by the B.C. Labour Relations Code)? Does a "collective agreement" exist? Has the faculty association been voluntarily recognized by the university as the exclusive bargaining agent for faculty, librarians and sessionals at UVic? Faculty association lawyer John Rogers argued that, viewed objectively under the statute, the faculty association met all the requirements of a trade union. Also, that the agreements between the association and the university met the objective test for a collective agreement. The university, which could well have simply stood back and taken no position on these issues, decided instead to oppose the faculty association's arguments before the Board. At the hearing, the university's lawyer advanced the view that the faculty association was not a trade union because: i) it had never regarded itself as one; ii) the university had never regarded it as one, and; iii) it does not meet the strict criterion of independence from employer domination that defines a trade union. In its initial statement of evidence, the university took the disturbing position that the major document that governs the careers of academics at the university, the *Tenure Document*, was merely a statement of policy issued by the board of governors and could be unilaterally abridged or changed by the board whenever it so desired. By implication they declared, among other things, that there is no tenure at the university. The Labour Relations Board reserved judgment.

UVic feature supplied by Rod Symington, Chief Negotiator, UVicFA Framework Agreement Team and UVicFA Personnel Advisor.

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Est-ce que l'éducation publique existera au 21^e siècle?

SUITE DE LA PAGE 1

La Banque mondiale et ses alliés ont relégué au second plan le programme initial de l'UNESCO, dont l'élaboration s'est étalée sur plusieurs années à l'occasion de diverses conférences à travers le monde, ainsi que le travail de son impressionnant directeur général, M. Federico Mayor.

Les problèmes dont il fallait traiter portaient sur les finances, l'accès, l'équité, la qualité et la pertinence, l'éducation continue, l'aptitude au travail des diplômés, la technologie, la participation des entreprises et de l'industrie, la perfectionnement du personnel, la liberté universitaire et l'autonomie, et la paix dans le monde.

Toutefois, depuis quelques années, la Banque mondiale a mis au point un plan d'action sur l'enseignement supérieur appelé le plan de réforme. Les thèmes principaux de ce plan sont la privatisation, la déréglementation et l'orientation du marché. La Banque mondiale a clairement fait comprendre que l'université traditionnelle en général et ses professeurs en particulier gênaient la mise en œuvre de son plan de réforme qui traite de ces questions.

Andrew Petter, ministre de l'enseignement supérieur de la Colombie-Britannique, et Pauline Marois, ministre de l'Éducation du Québec, étaient à la tête de la délégation canadienne, soit le treizième membre officiel. Cette délégation comptait des bureaucrates gouvernementaux mais aucun administrateur, professeur ou étudiant du secteur postsecondaire.

La délégation officielle a traité cordialement les délégués de l'ACPPU, de la Fédération québécoise des professeurs et professeurs d'université (FQPPU) et de la Fédération canadienne des étudiants et étudiants (FCEE) qui ont cependant été relégués au rang des ONG ou au statut d'invités. Nous avons été déçus que la délégation officielle du Canada n'ait pas défendu vigoureusement l'importance de l'enseignement postsecondaire public.

L'ACPPU et la FQPPU ont collaboré assidûment avec les associations de la Nouvelle-Zélande, de l'Australie, du Royaume-Uni, de l'Irlande, de la France, de l'Allemagne, du Danemark, de la Suède, de la Pologne et des États-Unis pour modifier la déclaration et le cadre d'action et pour influencer le débat sur certains dossiers importants, notamment la liberté universitaire. L'Internationale de l'éducation, dont la plupart des associations nationales sont membres, nous a été d'une grande aide.

Cette puissante coalition internationale du milieu de l'éducation a réussi à obtenir le statut de délégué officiel ainsi qu'un rare siège au sein du comité officiel de rédaction composé de quatorze membres. Nous avons ainsi pu faire intégrer à l'ébauche finale de la déclaration et du cadre d'action quelques unes de nos modifications.

Le plan de réforme de la Banque mondiale a toutefois survécu à la conférence mondiale, prêt à être mis en œuvre. Le document de la Banque mondiale, intitulé *The Financing and Management of Higher Education: A Status Report on Worldwide Reforms*, rédigé spécialement pour la conférence de l'UNESCO, explique que le plan de réforme est axé sur le marché plutôt que sur la propriété publique ou la planification et les règlements gouvernementaux. L'influence presque mondiale du capitalisme de marché et des principes de l'économie néolibérale sont sous-jacents à l'orientation du marché de l'éducation tertiaire.

Selon la Banque mondiale, l'enseignement supérieur est un bien privé et non pas un bien public. Elle estime par ailleurs que l'on peut résoudre ses problèmes avec des solutions applicables au marché car ce bien est en quantité limitée, n'est pas demandé par tout le monde et n'est pas gratuit. De plus, les consommateurs, en l'occurrence l'entreprise et l'industrie, sont « raisonnablement bien informés » tandis que les fournisseurs, soit les administrateurs et les professeurs, sont souvent « mal informés ». Ces conditions sont idéales pour faire fonctionner les forces du marché. Pour financer la demande, en pratique, il faudra augmenter les frais de scolarité. Il faudra également imposer le tarif intégral pour l'hébergement et la pension, justifier les prêts d'études en se fondant sur les moyens, imposer la pleine valeur des taux d'intérêts à tous les prêts d'études, améliorer la perception des prêts par l'entremise de com-

pagnies privées et imposer les diplômés, former des professeurs en entreprenariat, vendre des recherches et des cours, et augmenter le nombre d'établissements d'enseignement privé exigeant des frais de scolarité au prix de revient complet. L'exercice vise à ce que l'enseignement supérieur s'auto-finance complètement.

Le plan de réforme exige également que les gouvernements et les établissements soient dessaisis de leur pouvoir de décision qui devrait être confié aux clients (les étudiants, l'entreprise et l'industrie) et au public. La Banque mondiale estime que le financement de l'enseignement supérieur par le gouvernement, allié à l'obligation de rendre compte des établissements au gouvernement, est largement responsable de la survie d'une éducation traditionnelle, élitiste et égo-centrique, une éducation qui est insensible aux besoins véritables de l'économie mondiale (non contrôlée). Ce qui explique, par conséquent, le besoin d'une réforme budgétaire.

Le plan de réforme veut mettre un terme à la « budgétisation négociée » par laquelle les gouvernements financent les établissements en fonction de critères traditionnels comme le nombre d'étudiants inscrits et la réputation. Cette vision devrait paver la voie à une « budgétisation de rendement » par laquelle le soutien public, quel qu'il soit, demeure lié aux résultats constatés qui sont fonction d'indicateurs de dépenses déterminés par les consommateurs. De cette façon,

les gestionnaires d'université seront contraints de prendre les décisions difficiles qu'ils évitent de prendre à l'heure actuelle, soit la réaffectation des ressources pour répondre aux besoins des clients. Les établissements d'enseignement supérieur devront alors accepter la différenciation, et mettre ainsi un terme à la « répétition isomorphe » de l'université traditionnelle ou à vocation de recherches.

Selon la Banque mondiale, le secteur public est désespérément inefficace, insensible et peu disposé, ou inapte, à réformer les orientations de l'enseignement supérieur. Il faut obliger les administrateurs des établissements d'enseignement à rendre compte de leur position sur les marchés, des rentrées de fonds, de la diversification des produits et des progrès accomplis dans la création de partenariats avec le secteur privé. Il faut également les contraindre à mieux gérer et diriger leur personnel. L'un des porte-paroles de la délégation officielle de l'Australie a déclaré ouvertement que le véritable problème de l'enseignement supérieur était le corps professoral en général.

La Banque mondiale estime que les professeurs disposent de trop de pouvoir et que les administrateurs reçoivent trop peu d'encouragement à les combattre. Les professeurs exercent leur pouvoir en ayant la main haute sur le programme d'études (sans rapport avec les besoins de l'économie mondiale), grâce au partage ou à la collusion de la direction, au syndicalisme et, bien entendu, à la liberté universitaire et à la permanence.

L'objectif est de forcer les professeurs à renoncer à leur pouvoir et à devenir davantage des entrepreneurs. Le rapport de la Banque mondiale révèle en effet que les changements radicaux apportés à un établissement d'enseignement supérieur ou sa réforme se traduisent soit par un nombre moins élevé de professeurs, de personnel professionnel et de personnel de soutien ou par des effectifs différents. Ces changements entraînent par conséquent des licenciements, des retraites anticipées forcées ou des réaffectations et du recyclage considérables comme dans le cas des fermetures d'établissements inefficaces, du fusionnement d'établissements de qualité qui ne possèdent pas de masse critique de fonctionnement pour être rentables, et de la modification draconienne de la mission et de la fonction de production d'un établissement. Ce faisant, et toujours selon le rapport de la Banque mondiale, on modifie carrément ce que sont les professeurs, leur comportement, leur manière de s'organiser, leur méthode de travail et leur rémunération. ■

Les menaces à la liberté universitaire qui se sont posées à la conférence de l'UNESCO seront détaillées dans le prochain numéro.

CIDA Awards Program for Canadians

APPLICATION DEADLINE: FEBRUARY 1, 1999

The CIDA Awards Program is for Canadian citizens and permanent residents who wish to participate in international development through a project of their own initiative. The project is to be carried out in collaboration with an organization in a country eligible under Canada's Official Development Assistance (ODA) Program and must address a specific field of endeavor within CIDA's Aid Policy.

The program offers awards of up to \$10,000 each in three categories:

- **Innovative Research Awards** — for Master's level students to undertake field research related to their thesis or program;
- **Professional Leadership Awards** — for individuals with professional experience who wish to undertake a research or service project in international development.
- **International Enterprise Cooperation Awards** — for MBA students to undertake an international internship or an internship combined with a semester of study in a developing country.

The program is offered by the Canadian International Development Agency (CIDA) and administered by the Canadian Bureau for International Education (CBIE). Please direct inquiries to:

CBIE, Canadian Awards Division
220 Laurier Avenue W., Suite 1100
Ottawa, Ontario K1P 5Z9
Tel.: (613) 237-4820, ext. 234
E-mail: FLeppage@cbie.ca
Website: <http://www.cbie.ca>



Programme de bourses de l'ACDI à l'intention des Canadiens et Canadiennes

DATE LIMITE DE DÉPÔT DE CANDIDATURES : LE 1^{ER} FÉVRIER 1999

Le Programme de bourses de l'ACDI est destiné aux citoyennes canadiennes/citoyens canadiens ainsi qu'aux personnes ayant le statut de résident permanent au Canada qui désirent participer au développement international par le biais d'un projet élaboré à leur propre initiative. Tout projet doit être réalisé en collaboration avec un organisme dans un pays admissible au Programme canadien d'aide publique au développement (APD) et doit intéresser un secteur d'activité prévu dans la politique d'aide de l'ACDI.

Le programme offre des bourses d'une valeur maximale de 10 000 \$ selon trois catégories :

- **Bourses pour la recherche novatrice** — devant permettre aux étudiants de 2^e cycle (maîtrise) d'effectuer des recherches sur le terrain dans le cadre de leur mémoire ou programme d'études;
- **Bourses pour le développement du leadership professionnel** — destinées à des particuliers possédant une expérience professionnelle et souhaitant réaliser un projet de recherches ou de travaux intéressant le développement international.
- **Bourses Internationalistes de coopération interentreprise** — destinées aux étudiants du MBA pour entreprendre un stage en entreprise ou un stage et un semestre d'études dans un pays en développement.

Le programme est offert par l'Agence canadienne de développement international et administré par le Bureau canadien de l'éducation internationale (BCEI). Pour toute information, veuillez vous adresser à :

BCEI, Division des bourses canadiennes
220 avenue Laurier Ouest, bureau 1100
Ottawa (Ontario) K1P 5Z9
Tel. : (613) 237-4820, poste 234
Courriel : FLeppage@cbie.ca
Site web : <http://www.cbie.ca>

The Canadian International Development Agency (CIDA)



ACDI - Agence canadienne de développement international



Academic Freedom Recurring Theme in Murder Mystery

An Instance of the Fingerpost

Iain Pears, *London: Jonathan Cape, 1997; pp. 698; hardcover \$35 CA.*

BY BILL BRUNEAU

SOME BULLETIN READERS WILL know Iain Pears as an art historian, television consultant and journalist on both sides of the Atlantic, inveterate writer of opinion pieces for the better English weeklies and dailies, and author of a half-dozen well-received detective novels. His recent fiction includes best-selling stories of art fraud in Italy (*Giotto's Hand*). But in *An Instance of the Fingerpost*, Pears draws together the strands of his experience and knowledge, including that he has acquired from living many years in Oxford.

The result is an old-fashioned murder mystery, a clever novel, but not a great one. But never mind; although this is the sort of book that we might forget in a couple of years, it is a compulsive page-turner. It is a fine holiday read, and is recommended on that ground.

A thorough and creative study of personality and character it is not, nor does it add much to our grasp of love, life, or human experience writ large. It does, however, touch on themes and questions that worry university and college teachers today as much as ever — the problem of academic freedom, and the question what is "final" or "ultimate" truth.

In *Fingerpost*, a young historian, Anthony Wood, learns wisdom the hard way, much as Goethe's *Wilhelm Meister* had to do.

Set in 1660s Oxford, the chief actors of *Fingerpost* are academics and scientists (John Locke and Robert Boyle among them), politicians and gentlefolk, mystics and religious zealots, and a very few courageous skeptics.

The book comprises four narratives, each by a participant in the events surrounding the death of Robert Grove, Fellow of New College, Oxford. (Grove was, in historical fact, a fellow of New College who died in 1663.)

In *Fingerpost*, Grove dies poisoned (but not necessarily murdered) in his New College rooms. He had just finished a particularly ghastly meal in "a vast and draughty hall."

The first narrator, an Italian with medical training who turns out to be a spy and murderer (although not of Grove), describes the meal: "As the food is scarcely fit for animals, I suppose it is not surprising that they [Fellows] behave like beasts. They eat off wooden platters, and in the middle of the tables

are vast wooden bowls into which they toss the bones, when they do not throw them at one

another. I ended up with food plattered over me from Fellows ... spraying each other with bits of gristle and half-masticated bread" (p.71) Grove must have been imbibing to the point of unconsciousness, the Italian thinks, in hopes the memory of his College dinner would by that be dimmed.

Tragically, the wine was full of arsenic.

The Italian, Marco da Cola, is a fictional character, an amalgam of several persons who might very well have passed through Oxford and London at the time. His commonsensical and empirical view of medicine, like that of Boyle, sits in stark contrast to the ordinary beliefs of even the best-educated persons of the time, and the bleak conditions in which most people lived. But of course, Pears is leading us on; Cola's stylish prose is a cover, and the next narrator, Jack Prestcott, begins to show just how dangerous a man Cola could be.

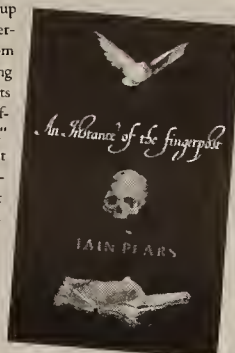
Prestcott's family is a victim of the recent Civil War, and this young student is determined to restore the family's good name. In doing so, Prestcott threatens a member of the English elite with death, and comes near to execution for his mad act. To him, the relations among the actors identified in Cola's narrative are those of raw power, endless intrigue, and brute self-interest.

In Prestcott's narrative, we are introduced to the character of Sarah Blundy, loveable and mysterious, and thus to a thread that takes us through the remaining narratives — the next by yet another Oxford college fellow, and the last by Anthony Wood, perhaps the greatest antiquary and Oxford University historian there ever was.

Wood, like several of Pears's people, was an historical figure, the author of *Athenae Oxoniensis* (1691), and dreadfully unsociable and rancorous in the last thirty years of his life. In *Fingerpost*, his doomed love affair with the previously mentioned Sarah Blundy explains his hermit-like habits. But his "job" in the novel is to make a persuasive accounting of the three inconsistent narratives that precede his.

As a practicing historian, I am pleased Iain Pears chose Wood to

provide an argument for one possible truth. But it is alarming to read *Fingerpost*, and to see how



a very persuasive case is made of each narrative. I was thoroughly taken in, for instance, by the Prestcott narrative — only to learn at the end that Prestcott wrote his story in Bedlam, the well-known insane asylum.

The novel's title appears in a quotation at the opening of the Anthony

Wood narrative, and is drawn from Francis Bacon's *Novum Organum*:

"When in a Search of any Nature the Understanding stands suspended, then Instances of the Fingerpost shew the true and inviolable Way in which the Question is to be decided."

A "fingerpost" usually means a road sign that points the way to a desired place. The three opening narratives of the novel, together act as a fingerpost to Anthony Wood. Wood's calm and commonsensical inferences reveal the most satisfactory truth of all (satisfactory for the moment, at any rate).

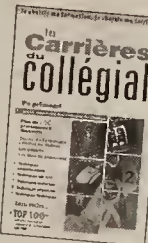
There is, Pears would probably say, no final truth. But there are in the world of science, just as in the social world, worthy and defensible positions that deserve our strong commitment. Thus, Pears's book is an argument against the excesses of epistemological relativism.

The book is also a must-read for anyone wanting to understand the psychological and social forces that most threaten academic freedom and free inquiry.

In a still broader sense, the novel touches an old controversy, the problem of the two cultures (to quote C. P. Snow). In the last gasp of the century, we confront the fruits of information science and high technology — and are not entirely prepared. Snow would have wanted us to remember the crucial importance of the arts and humanities at a moment like this; so would Pears. Both of them would insist that without the courage to ask difficult questions, and without the necessary conditions of free inquiry, we may find ourselves even worse off than, say, the more hapless of Pears's 17th-century devotees of science. ■

(Bill Bruneau is with the department of educational studies at the University of British Columbia and past president of CAUT.)

LIVRES EN BREF



Les carrières du collégial

Montréal, Les éditions Ma Carrière, 1998, 420 p., 11,95 \$ CAN (broché)

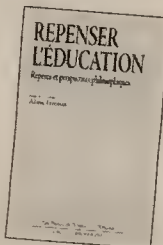
Ce guide renseigne de façon détaillée sur les emplois qui attendent les diplômés de 140 programmes de formation technique. Pour chaque profession, il recense le rôle et les tâches, les qualités recherchées, les horaires et les milieux de travail, les défis et les perspectives ainsi que les intérêts et les aptitudes. Les renseignements sont tirés des enquêtes *Relance* sur le placement des finissants au cours des trois dernières années. De plus, une tournée des services de placement des cégeps a permis de prendre le pouls actuel de la situation du marché du travail en formation technique. En outre, le guide propose les salaires moyens de départ, le taux d'emploi lié aux études, les préalables d'inscription et les programmes en alternance travail-études.



Croissance de l'enfant et l'école primaire

Sous la direction de Jean Caudreau, en collaboration avec Michelle Aubin, Boucherville, Gaetan Morin éditeur, 1998, 272 p., 38 \$ CAN (broché)

Ce livre s'adresse à tous ceux que l'enfant et l'école intéressent. Même si les étudiants en sciences de l'éducation y trouvent matière à réflexion sur les conditions d'un bon développement de l'enfant, ce n'est ni un manuel de psychologie de l'enfant ni une série de recettes pédagogiques. Il s'agit plutôt d'un ouvrage d'introduction à la psychopédagogie du cours primaire, une psychopédagogie de la rencontre entre l'enfant et ses maîtres, entre l'apprentissage et l'enseignement. Pour les auteurs de ce livre, la croissance globale de l'enfant ne saurait se comprendre et se décrire qu'en fonction d'un contexte ou, plus précisément, des contextes environnementaux de croissance. L'enfant ne peut se développer que sous l'action simultanée et combinée de nombreux déterminants. Le livre est le fruit d'une étroite collaboration entre des professeurs et des chargées de cours d'universités, des psychologues de l'enfance, une enseignante du primaire, une orthopédagogue et des étudiantes en maîtrise et au doctorat.



Repenser l'éducation : Repères et perspectives philosophiques

Sous la direction de Aline Groux, Ottawa, Les Presses de l'Université d'Ottawa, 1998, 251 p. 28 \$ CAN (broché)

Dans la tourmente actuelle des révisions de programmes et des restructurations de toutes sortes que connaît le monde de l'éducation, ce livre rappelle l'importance de certaines questions intemporelles. Cet ouvrage offre, comme points de repère, certains principes fondamentaux pour la pensée et la pratique pédagogiques. Au-delà des exigences de l'utilité et de l'efficacité, les auteurs ouvrent, comme perspectives, l'ensemble des conditions et des possibilités de l'accomplissement humain. Les textes qui forment cet ouvrage s'inscrivent dans une même trame, une réflexion à contre-courant du discours techniciste. C'est pourquoi les auteurs de ce collectif auront réalisé leur projet dans la mesure où ils auront offert à penser et à repenser un certain nombre d'éléments qui pourraient entrer dans un travail de collaboration : celui d'élaborer pour notre temps une philosophie de l'éducation.

Les comptes rendus ci-dessus sont rédigés à partir d'informations fournies par les éditeurs.

CLASSIFIEDS ANNONCES CLASSÉES

CAUT BULLETIN ACPPU 10 NOVEMBER 1998 NOVEMBRE

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from all qualified women and men, including Aboriginal people, persons with disabilities, and members of visible minorities.

BIOLOGY

UNIVERSITY OF WATERLOO — The Department of Biology of the University of Waterloo invites applications for a Quantitative Ecologist (tenure track) and a Behavioral Physiologist (definite term - 5 years) at the Assistant Professor level. Applicants should have a PhD and post-doctoral experience, and be prepared both to conduct high level independent research and to collaborate with the newly established NSERC Industrial Research Chair in Biotechnology. For the Quantitative Ecologist, the ideal applicant will have an established publication record in the field of environmental and ecological modelling, a familiarity with applied statistics methods and a strong commitment to interdisciplinary research. Duties will include teaching at the undergraduate and graduate level and graduate student supervision. For the Behavioral Physiologist, the ideal applicant will have an established publication record in the field of fish behaviour, a familiarity with environmental physiology and quantitative ecology, and a strong commitment to interdisciplinary research. Duties will include teaching at the undergraduate and graduate level, and graduate student supervision. Salary will be commensurate with qualifications and experience. Applicants should send their curriculum vitae, the names of three individuals willing to provide letters of reference, and an outline (1-2 pages) of their proposed research program, to: Dr. William D. Taylor, Professor and Chair, Department of Biology, University of Waterloo, Waterloo, Ontario, N2L 3G1 Canada. The closing date for applications is December 15, 1998. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. These appointments are subject to the availability of funds. Additional information on the Department, the positions, and the Waterloo Biotechnology Institute is available at <http://www.uwaterloo.ca/biology> and <http://www.uwaterloo.ca/biotech>.

UNIVERSITY OF TORONTO at Mississauga — **Erindale College, Biotechnology**, the Biology Group of the University of Toronto at Mississauga, Erindale College, invites applications for a full-time, tenure-track appointment in biotechnology at the Assistant Professor level starting July 1, 1999. The successful candidate must have a strong background in molecular biology, structural biology, or genomics and must be expected to develop internationally recognized research programs combining basic and applied investigation with active collaboration with industrial partners. Teaching will include participation in graduate and undergraduate courses according to her area of specialization. Applicants must have a PhD degree and postdoctoral experience. A desirable salary will be commensurate with qualifications and experience. Applicants, including a curriculum vitae, brief statement of research interests and a list of references, should send to: Dr. J.B. Anderson, Biotechnology Search Committee, Biology Group, Erindale College, University of Toronto at Mississauga, Mississauga, Ontario L5L 1C6 Canada by January 15, 1999. In accordance with Canadian Immigration requirements, this advertisement is directed toward Canadian citizens and permanent residents of Canada. Also, in accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women or men, members of visible minorities, Aboriginal people, and persons with disabilities.

THE KING'S UNIVERSITY COLLEGE, a Christian liberal arts college offering B.A. and B.Sc. degrees and 2 years after degree B.Ed., invites applications from women and men for a full-time tenure-track position in biology. The successful candidate must demonstrate graduate level course work (A PhD is required for tenure track appointment) and competence to teach courses in Vertebrate Physiology, Genetics, Human Anatomy and Physiology, and Introductory Biology. In addition, he or she must be able to teach several of the following courses: Molecular Cell Biology, Microbiology, Vertebrate Zoology, and Endocrinology. Supervision of senior research projects will also be required. The successful candidate will join a department in which biology is taught from a historical and theoretical perspective that emphasizes foundational and ethical commitments and that challenge students to develop a stewardship perspective. An interest in the relationship between biology and other academic disciplines is an asset. Agreement with the University College's Christian Statement of Faith and Mission Statement is required. In accordance with Canadian immigration regulations, this advertisement is addressed first to Canadian citizens and permanent residents. The College encourages all qualified female and male candidates, including visible minorities to apply. Deadline: January 15, 1999. Starting salary: \$37,000 and up with a generous benefit plan. Send application letter, curriculum vitae, copies of transcripts, and three references* to: Dr. Keith Wald, Vice President Academic, The King's University College, 5125 - 50 Street, Edmonton, AB T6B 2H3, Telephone (403) 465-3500; email: skward@kinguab.ca. Web: www.kinguab.ca.

BUSINESS

MCMASTER UNIVERSITY — **Michael G. DeGroote School of Business, CIBC World Markets Chair in Finance**. The Faculty of Business is seeking an expert in one or more of the following areas: micro structure, financial markets, derivatives, computational finance. The successful candidate will be expected to take a leadership role within the Faculty. The ideal candidate is to commence sometime in 1999. The Chair will be expected to make use of and be an active participant in a rich time program, which will be in operation by January 1999. Candidates should have distinguished records of research, evidence of excellent teaching capabilities, and the ability to work with external constituencies. In particular, we expect that the Chair would have a close working relationship with CIBC World Markets. Salary will be commensurate with academic qualifications, teaching and practical experience, with the presumption that the appointment will be made at the tenured Professor or Associate Professor level. Applications, which should contain a CV and names of at least three references, should be mailed to: Dr. David W. Connors, Dean, Michael G. DeGroote School of Business, McMaster University, Hamilton, ON L8S 4M4, (email address: connors@mcmaster.ca). The Chair of the Finance Area, Dr. Dean Mountain, may be contacted directly as well. McMaster University is committed to employment equity and

encourages applications from all qualified candidates including: Aboriginal people, persons with disabilities, members of visible minorities and women. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents. Applications will be considered until the positions are filled, but it is strongly recommended that they arrive no later than December 31, 1998.

MCMASTER UNIVERSITY — **The Michael G. DeGroote School of Business** invites applications for three tenure-track positions at the Assistant Professor level, commencing July/September 1999, in the following areas: One position is available in the areas of Advanced Financial Accounting, Auditing and Accounting Information Systems. Two positions are available in Marketing, with preference given to those in Service Marketing, especially Health Services, or Marketing as related to Innovation and Product Development. One's PhD should be completed by the commencement of the appointment, preferably with demonstrated excellence in teaching and research. Research in teaching capabilities is a distinct advantage. Duties include research (MMA as a "research intensive university") and teaching at both the graduate and undergraduate levels. Salary will be commensurate with academic qualifications, teaching and practical experience. Applications which should contain a CV and names of at least three references, should be mailed to: Dr. David W. Connors, Dean, Michael G. DeGroote School of Business, McMaster University, Hamilton, ON L8S 4M4 (email address: connors@mcmaster.ca). McMaster University is committed to employment equity and encourages applications from all qualified candidates including: Aboriginal people, persons with disabilities, members of visible minorities and women. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents. Applications will be considered until the positions are filled, but it is strongly recommended that they arrive no later than December 31, 1998.

BROCK UNIVERSITY — **Department of Accounting in Finance, Faculty of Business**. Brock University invites applications for tenure-track positions in Accounting at the assistant or associate professor level starting January 1 or July 1, 1999, and subject to final budgetary approval. Qualifications include a PhD in Accounting completed or near completion, a commitment to classroom excellence and to quality research. Candidates in all fields of accounting are encouraged to apply. Brock University is committed to a positive action policy aimed at reducing gender imbalance. Qualified women candidates are especially encouraged to apply. Salary will be competitive and commensurate with qualifications. Applications are accepted until the closing positions are filled and should be submitted, with a curriculum vitae and the names and addresses of three referees, to: Dr. Sandra Felton, Chair, Dept. of Accounting and Finance, Faculty of Business, Brock University, St. Catharines, ON Canada L2S 3A1; efelton@brocku.ca. The Faculty of Business has approximately forty-five full-time members and offers a Bachelors in Accounting and a Bachelors in Business Administration at the undergraduate level with a concentration in Finance as well as other functional areas of business. Both programs can be completed on a regular or cooperative work study basis. A Masters in Accounting is scheduled to commence January 1, 2000, and the faculty offers a number of non-credit programs in executive development and industry training.

BROCK UNIVERSITY — **Department of Management, Marketing & Human Resources Faculty of Business**. Brock University invites applications for tenure-track positions in Entrepreneurship at the assistant or associate professor level starting January 1 or July 1, 1999 and subject to final budgetary approval. Full-time, tenure-track, rank dependent upon qualifications. The priority area is Entrepreneurship. The ideal candidate will have a demonstrated ability with one or more of the following: business management, sales, marketing, finance or organizational behavior. Qualifications include a PhD or equivalent (completed or near completion), a commitment to classroom excellence and to quality research. Duties include research and teaching courses in Entrepreneurship at the undergraduate level. Brock University is committed to a positive action policy aimed at reducing gender imbalance. Qualified women candidates are espe-

cially encouraged to apply. Salary will be competitive and commensurate with qualifications. Applications are accepted until the closing positions are filled and should be submitted, with a curriculum vitae and the names and addresses of three referees, to: Dr. Sandra Felton, Chair, Dept. of Accounting and Finance, Faculty of Business, Brock University, St. Catharines, ON Canada L2S 3A1; efelton@brocku.ca. The Faculty of Business has approximately forty-five full-time members and offers a Bachelors in Accounting and a Bachelors in Business Administration at the undergraduate level with a concentration in Finance as well as other functional areas of business. Both programs can be completed on a regular or cooperative work study basis. A Masters in Accounting is scheduled to commence January 1, 2000, and the faculty offers a number of non-credit programs in executive development and industry training.

BROCK UNIVERSITY — **Department of Accounting in Finance, Faculty of Business**. Brock University invites applications for tenure-track positions in Finance at the assistant or associate professor level starting January 1 or July 1, 1999, and subject to final budgetary approval. Qualifications include a PhD in Finance completed or near completion, a commitment to classroom excellence and to quality research. Candidates in all fields of finance are encouraged to apply. Priority will be given to those with expertise in the area

of corporate finance and/or financial institutions. Brock University is committed to a positive action policy aimed at reducing gender imbalance. Qualified women candidates are especially encouraged to apply. Salary will be competitive and commensurate with qualifications. Applications are accepted until the closing positions are filled and should be submitted, with a curriculum vitae and the names and addresses of three referees, to: Dr. Sandra Felton, Chair, Dept. of Accounting and Finance, Faculty of Business, Brock University, St. Catharines, ON Canada L2S 3A1; efelton@brocku.ca. The Faculty of Business has approximately forty-five full-time members and offers a Bachelors in Accounting and a Bachelors in Business Administration at the undergraduate level with a concentration in Finance as well as other functional areas of business. Both programs can be completed on a regular or cooperative work study basis. A Masters in Accounting is scheduled to commence January 1, 2000, and the faculty offers a number of non-credit programs in executive development and industry training.

THE UNIVERSITY OF MANITOBA
DEAN, FACULTY OF LAW
The University of Manitoba invites applications and nominations for the position of Dean, Faculty of Law.

The Faculty of Law offers a three-year programme of full-time study leading to the degree of Bachelor of Laws (LL.B.) and a small graduate programme leading to the Master of Laws (LL.M.). The Faculty consists of 19 FTE academic and 6.2 FTE support staff plus seasonal appointments with an undergraduate enrolment of approximately 275. The Faculty of Law is located in Robson Hall which houses modern classrooms, a computer lab, the moot Court, a Legal Aid Clinic and the E.K. Williams Law Library. The curriculum balances doctrinal and perspective courses with uniquely developed clinical and advocacy programs. The Faculty is associated with a wide variety of research institutes and other community and professional organizations. The Faculty of Law is noted for excellent student relations and a strong tradition of community service.

The faculty requires a dean capable of providing academic and administrative leadership through collaboration and teamwork. The incumbent is expected to lead the faculty in the further development of an effective teaching and learning environment, research and scholarship, and service to the university, community and professions, while sustaining and developing student, public and private sector relationships.

The ideal candidate would have a demonstrated ability in teaching and research and be recognized for his or her excellent administrative abilities. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal people, and persons with disabilities. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents.

The appointment is expected to commence July 1, 1999 and is normally for a term of five years. Applications (including curriculum vitae and the name of three referees) and nominations will be considered commencing November 15, 1998. Please forward in confidence to: Karen C. Ogden, Vice-Provost (Academic Affairs) and Chair, Presidential Advisory Committee on the Selection of a Dean, Faculty of Law, Room 208 Administration Building, Winnipeg, Manitoba, R3T 2H2



The UNIVERSITY of WESTERN ONTARIO

Assistant Professors — Faculty of Law

Applications are invited for two full-time appointments at The University of Western Ontario Faculty of Law to begin July 1, 1999. Eligible candidates will possess a superior academic record, graduate degree, strong potential for excellence in research and teaching and a demonstrated capacity to contribute to the academic life and governance of the Faculty of Law and the University.

The Faculty seeks to enhance its academic excellence. It will consider applicants with interests in any field. Those with interests in Labour and Employment Law and International Law are particularly encouraged to apply.

It is expected that the two appointments will be three-year limited term appointments at or near the entry level of salary and at the rank of Assistant Professor.

Candidates should send an application, curriculum vitae, a brief statement of current and prospective research interest, a statement regarding teaching experience and the names and addresses of three academic referees to:

Dean Eileen E. Gilless
Faculty of Law
The University of Western Ontario
London, Ontario, N6A 3K7

The deadline for receipt of applications is December 31, 1998.

Positions are subject to budget approval. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian Citizens and Permanent Residents of Canada. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, Aboriginal people, and persons with disabilities.



Chair and Director of the Erivan K. Haub Program in Business and the Environment

The Schulich School of Business at York University in Toronto, Canada, invites applications for a tenure-stream opening for the position of Chair and Director of the Erivan K. Haub Program in Business and the Environment, effective July 1, 1999.

The Haub Program is interdisciplinary in nature, with courses which are cross-listed with those of York's Faculty of Environmental Studies and Osgoode Hall Law School.

Preferred candidates will:

- have a PhD degree (or equivalent experience)
- have university-level or equivalent teaching experience
- have undertaken substantial research as demonstrated by extensive publications related to the relationship between business and the environment
- be expected to provide leadership in teaching and research in the area of business and the environment
- teach primarily at the graduate (MBA and MEd) and post-graduate (PhD) levels

The deadline for receiving applications is January 8, 1999. However, applicants are encouraged to submit an application at the earliest possible time.

Salary and benefits are competitive. This position is subject to budgetary approval. York University is implementing a policy of employment equity, including affirmative action for women faculty.

Please send curriculum vitae to:

Professor James Gillies
Chair, Search Committee
Room 434, S5B
Schulich School of Business
York University
4700 Keele Street
Toronto, Ontario
Canada M3J 1P3



Simon Fraser University Assistant Professor Cell Biology

The Department of Biological Sciences is seeking a tenure track faculty member in the area of Cell Biology. The appointment will be made at the Assistant Professor level with a start date on or after September 1, 1999. Any area of modern Cell Biology is of interest, but preference will be given to candidates who study functional aspects in cellular systems that bridge our current research strength at the subcellular and the organ and tissue levels. The successful candidate will pursue a vigorous, externally funded research program that includes the training of graduate students. She or he also will be expected to develop upper division undergraduate and graduate courses in cell biology and contribute to the teaching of the introductory course in Cell Biology. A PhD degree is required, and appropriate post-doctoral experience is preferred. Applicants should send, no later than December 31, 1998, a Curriculum Vitae, three representative reprints, a one-page summary of their research objectives, and three letters of reference to:

Dr. Norbert H. Haunerland, Chair
Department of Biological Sciences
Simon Fraser University
8888 University Blvd.
Burnaby, B.C. V5A 1S6 Canada
Fax: (604) 291-4312

This advertisement is directed to Canadian citizens and permanent residents. This position is subject to final budgetary approval.

Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants.



Banting & Best Department of Medical Research
University of Toronto

Tenure-Track Junior Position Molecular Medicine

The Department is seeking to fill a tenure-track junior position in areas related to fundamental aspects of molecular medicine. With a distinguished tradition of medical research dating back to Frederick Banting and Charles Best, the Department aims to build research strength in areas including but not restricted to cell-signalling and ageing. The Department is an extraordinarily rich environment in which to pursue biomedical research, with at least 75% of time available for research activities. The successful candidate will be expected to maintain an independent research programme that achieves international recognition. The position is available July 1, 1999.

Applicants should forward a curriculum vitae and an outline of research interests, and arrange for three letters of reference to be sent directly to: James D. Friesen, PhD, Professor and Chair, Banting and Best Department of Medical Research, University of Toronto, 112 College Street, Toronto, Ontario M5S 1L6; Telephone: (416) 946-3016; Fax: (416) 978-8528; E-mail: james.friesen@utoronto.ca; Web Site: <http://www.utoronto.ca/bandb/faculty.html>

Applications will be accepted until November 30, 1998 or until the position is filled.

In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women and men, members of visible minorities, Aboriginal people and persons with disabilities. In accordance with Canada Immigration regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada.

CLASSIFIEDS

ually encouraged to apply. Salary will be competitive and commensurate with qualifications. Applications are accepted until the positions are filled and should be submitted, with a curriculum vitae and the names and addresses of three referees, to: Dr. B. Leveson, Chair, Department of Management Marketing and Human Resources, Faculty of Business, Brock University, St. Catharines, ON Canada L2S 3K1, leveson@brocku.ca. The Faculty of Business has approximately forty-five full-time members and offers a Bachelor in Accounting and a Bachelor in Business Administration at the undergraduate level with a concentration in Finance as well as other functional areas of business. Both programs can be completed on a regular or cooperative work study basis. A Masters in Accounting is scheduled to commence January 1, 2000, and the faculty offer a number of non-credit programs in executive development and industry specific training.

UNIVERSITY OF ALBERTA — The Department of Marketing, Business Economics and Law invites applications for a full-time, tenure-track position for a regulatory economist at the associate or full professor level to teach in natural resource programs and to perform research in areas of expertise. Candidates should be established regulatory economists with a required research track record, especially in the field of energy or natural resource regulation, and should

be highly familiar with the natural resource and energy regulatory regimes in Canada. Industry or consulting experience would be valued. Entry level candidates (assistant professor level) will also be considered. PhD or equivalent is required. Appointments are normally effective July 1, 1999. The position is subject to budgetary approval. Salary depends on experience and qualifications. Competition closes December 31, 1998. In accordance with Canadian Immigration requirements, the advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. Send applications to Philip Raworth, Chair, Department of Marketing, Business Economics and Law, University of Alberta, Edmonton, AB T6G 2G6. Fax: (403) 493-3325. The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

QUEEN'S SCHOOL OF BUSINESS invites applications for tenure-track positions. Over the next two years the School expects to make appointments in the following areas: finance, marketing, strategic management, technology, policy and strategy, financial accounting, operations management, organizational behaviour and, possibly, quantitative methods. Candidates must have a PhD or be near completion. The level of appointment is open and the positions are subject to final budgetary approval. We are especially interested in outstanding teachers with demonstrated research potential. Appointees have access to substantial internal funds both for research, through the Dean's Development Fund. The Queen's School of Business has an acknowledged reputation in the academic programs including innovative, tested MBA studies, our flagship undergraduate Commerce program, a master's of Science in Management and our respected PhD. The School is also the Canadian leader in executive education. In accordance with Canadian Immigration requirements, the advertisement is directed first to Canadian citizens and permanent residents. Queen's University is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, persons with disabilities, gay men and lesbians. In all cases, salary will be commensurate with qualifications and experience. The effective dates for appointments will be July 1, 1999 or July 1, 2000, although other dates are possible. Applications will be accepted until December 31, 1998 and should be submitted to: Wm. E. Miksa, Associate Dean, School of Business, Queen's University, Kingston, Ontario

K7L 3N6. Fax: (613) 545-2033. E-mail: miksa@qpu.ca

BUSINESS & ECONOMICS

WILFRID LAURIER UNIVERSITY — The School of Business and Economics at Wilfrid Laurier University invites applications for tenure track positions in the areas of Management and Organizational Behaviour, Marketing, Operations and Decision Sciences, and Policy Areas commencing July 1, 1999. Depending on qualifications and experience, most appointments will be made at the rank of Assistant or Associate Professor. Candidates with teaching and research interests in issues related to the management of high technology firms are encouraged to apply. Qualifications include a PhD or ABD with evidence of strong research and teaching potential. The specific areas of expertise sought for the positions are: derivatives, corporate finance, and/or insurance; for Management and Organizational Behaviour they are: Industrial Relations and Human Resource Management for one position and Organizational Behaviour for the other. For Marketing any area will be considered; for Operations and Decision Sciences they are: management of technology and/or management of operations and/or for Policy Areas they are strategic management of high technology firms. Limited term positions are also available in Accounting (managerial, financial, and/or auditing) and Policy (introductory business). All appointments are subject to budgetary approval. The School has sixty-five full-time faculty in Business, fifteen hundred undergraduates and over two hundred and fifty part-time and full-time MBA students. Laurier's business programs focus on the development of high quality general management knowledge, skills and attitudes. With a mission to achieve excellence in management education, we provide strong support for faculty to fully develop both their teaching and research capabilities. As a consequence, we are particularly interested in candidates who seek to maintain a balance between scholarly and instructional pursuits and are committed to excellence in both. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University is committed to employment equity and welcomes applications from all qualified women and men, including persons with disabilities, and aboriginal people. Please direct applications to: Dr. Robert Ellis, Associate Dean of Business, Faculty of Business, Wilfrid Laurier University, 75 University Ave. W., Waterloo, Ontario N2L 3C5.

UNIVERSITY OF WINNIPEG — The Department of Chemistry at the University of Winnipeg invites applications for a continuing appointment at the rank of Laboratory Instructor in the area of biochemistry. The successful candidate should have an M.Sc. or Ph.D., be committed to excellence in undergraduate teaching, and will be expected to participate in the ongoing development of the laboratory program. Applicants should submit a curriculum vitae and have three letters of reference sent directly to: Professor Alan S. Abelson, Chair, Department of Chemistry, University of Winnipeg, 515 Portage Avenue, Winnipeg, MB R3B 2E9. Fax: (204) 775-2144. Details about the department are available on the internet at: <http://www.uwinnipeg.ca/chem>. The appointment committee will begin consideration of applications on January 15, 1999, but applications will continue to be accepted until the position is filled. Subject to budgetary approval, the position will be available June 1, 1999. In accordance with Canadian Immigration requirements, first preference must be given to Canadian citizens and permanent residents. The University of Winnipeg is committed to employment equity.

UNIVERSITY OF ALBERTA — The Department of Cell Biology and Anatomy, Faculty of Medicine and Oral Health Sciences at the University of Alberta invites applications for a tenure-track position at the Assistant/Associate Professor level. We are looking for an individual who will complement our existing strengths in 1) neurobiology, 2) cell signaling, 3) gene expression and organelle biogenesis and 4) cell-cell interaction. Applicants should have a proven record of research achievement and be eligible for funding from the Alberta Heritage Foundation for Medical Research. The successful candidate will be expected to carry on an independent research program but will also have the opportunity for collaborative interactions with several multidisciplinary research groups within the University. A contribution to the Department's teaching program will also be expected. In accordance with Canadian Immigration requirements, the advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. Please send a curriculum vitae, a two-page statement of research interests, and arrange to have three letters of reference sent on your behalf to: Dr. Robert Campbell, Search Committee Chair, Department of Cell Biology and Anatomy, University of Alberta, Edmonton, Alberta, Canada T6G 2G6. Deadline for receipt of applications is December 31, 1998. Further information about the position may be obtained at website: www.ualberta.ca/~anatomy/mkelly081. The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

CELL BIOLOGY & ANATOMY

CHEMISTRY

MCGILL UNIVERSITY — Department of Chemistry invites applications for a tenure-track Assistant Professor position in any modern aspect of Materials Chemistry. McGill University has a long tradition of strength in polymer science through Polymer McGRI (<http://www.mcgill.ca/polymer>) and has committed itself to the development of materials research in the Faculties of Science and Engineering. Applicants should have a PhD degree and will normally have had postdoctoral or industrial experience in a research field of interest to the Department. The successful candidate is expected to create a vigorous experimental program in the area of synthesis and/or characterization of advanced materials. He/she will be expected to teach at the undergraduate and graduate levels and supervise graduate research. Review of applications will begin immediately and continue until the position is filled, with the latest starting date being September 1, 1999. For more information about McGill University and the Department of Chemistry, see <http://www.mcgill.ca/chemistry>. Candidates should send a curriculum vitae, 3 research proposals, a statement of teaching interests, and arrange to have at least three letters of recommendation sent to: Professor David M. Hugg, Chair, Department of Chemistry, McGill University, 801 Sherbrooke St. West, Montreal, Quebec, Canada H3A 2K6. In accordance with the Canadian employment and immigration regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada; however, applications from all outstanding candidates will be considered. McGill University is committed to equity in employment.

UNIVERSITY OF WINNIPEG — The Department of Chemistry at the University of Winnipeg invites applications for a continuing appointment at the rank of Laboratory Instructor in the area of biochemistry. The successful candidate should have an M.Sc. or Ph.D., be committed to excellence in undergraduate teaching, and will be expected to participate in the ongoing development of the laboratory program. Applicants should submit a curriculum vitae and have three letters of reference sent directly to: Professor Alan S. Abelson, Chair, Department of Chemistry, University of Winnipeg, 515 Portage Avenue, Winnipeg, MB R3B 2E9. Fax: (204) 775-2144. Details about the department are available on the internet at: <http://www.uwinnipeg.ca/chem>. The appointment committee will begin consideration of applications on January 15, 1999, but applications will continue to be accepted until the position is filled. Subject to budgetary approval, the position will be available June 1, 1999. In accordance with Canadian Immigration requirements, first preference must be given to Canadian citizens and permanent residents. The University of Winnipeg is committed to employment equity.

MCGILL UNIVERSITY — Department of Chemistry invites applications for a tenure-track Assistant Professor position in any modern aspect of Materials Chemistry. McGill University has a long tradition of strength in polymer science through Polymer McGRI (<http://www.mcgill.ca/polymer>) and has committed itself to the development of materials research in the Faculties of Science and Engineering. Applicants should have a PhD degree and will normally have had postdoctoral or industrial experience in a research field of interest to the Department. The successful candidate is expected to create a vigorous experimental program in the area of synthesis and/or characterization of advanced materials. He/she will be expected to teach at the undergraduate and graduate levels and supervise graduate research. Review of applications will begin immediately and continue until the position is filled, with the latest starting date being September 1, 1999. For more information about McGill University and the Department of Chemistry, see <http://www.mcgill.ca/chemistry>. Candidates should send a curriculum vitae, 3 research proposals, a statement of teaching interests, and arrange to have at least three letters of recommendation sent to: Professor David M. Hugg, Chair, Department of Chemistry, McGill University, 801 Sherbrooke St. West, Montreal, Quebec, Canada H3A 2K6. In accordance with the Canadian employment and immigration regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada; however, applications from all outstanding candidates will be considered. McGill University is committed to equity in employment.

CHINESE STUDIES

UNIVERSITY OF ALBERTA — Chinese Studies. The Faculty of Arts at the University of Alberta

is engaged in an extensive process of staff renewal and is committed to ensuring that the new number of hirings anticipated over the next several years will secure for the future the lively and productive intellectual environment on which it prides itself. The Department of East Asian Studies at the University of Alberta is seeking to fill a tenure-track position in Chinese Studies at the level of Assistant Professor by July 1, 1999. The present floor salary level for Assistant Professor is \$40,638. The successful candidate should have a completed PhD in Chinese Studies with specialization in Chinese language and/or culture, native or close to native spoken competence, and a record of publications that show a clear and strong promise of excellence in research. The candidate will be expected to play an active and major role in the recently established Graduate Program, to demonstrate ongoing strong commitment to teaching and research and to take on a leadership role within the Chinese program. The normal teaching load consists of five to six credit courses per year in the areas of Chinese language (modern and classical) and Chinese Studies. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. Applicants should send their application, updated CV, all university transcripts, and three letters of recommendation to: Dr. Eva Neumann, Chair, Department of East Asian Studies, University of Alberta, Edmonton, Alberta, Canada T6G 2E6. Deadline for application is January 15, 1999. Candidates are encouraged to attach some of their most recent or other publications. The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

CLASSICS

MCGILL UNIVERSITY — Please see History. **UNIVERSITY OF CALGARY** — The Department of Greek, Latin & Ancient History invites applications for an appointment in Latin Literature and Language, to be made either at Junior Assistant Professor or Associate Professor level. The full professor level. A senior appointee would be expected to assume the departmental leadership. PhD and demonstrated excellence in both teaching and research are essential. Applicants should provide leadership in the delivery and development of our programme in Latin literature and language from beginners to graduates. They will contribute to our wide range of undergraduate courses in Greek and Roman history and civilization. Some familiarity with relevant information technology is needed. Candidates' research should be concerned with Latin literature and its historical and cultural context, and should complement the established scholarly interests and directions of the Department. The ability of candidates to contribute to the Department's ongoing strength and the challenges of a changing academic environment will be given due consideration in the selection process. The Department has established a strong record of research, teaching and community contact since its inception in 1958, and currently maintains nine continuing positions, sixty undergraduate majors, about 2500 course enrolments per year, a small MA programme, and some research programmes with the Religious Studies and History departments as well as its own programme in Classics. Salary and teaching research are substantial. The McGill collection of some 80,000 ancient coins is housed in the University's Nikles Arts Museum. For full information see the University's worldwide Web site (<http://www.ualberta.ca>). Applications should include a Curriculum Vitae, evidence of teaching accomplishment, samples of published or other written work, and (for junior applicants) university transcripts. Confidential letters from three referees are required. Applications and correspondence should be sent to: Dr. J.W. Humphrey, Acting Chair, Faculty of Humanities, University of Calgary, 2500 University Dr. NW, Calgary, AB, Canada T2N 1N4. Enquiries may be addressed to the Acting Department Head, Professor M.J. Cropp (403-220-5892; cropp@ualberta.ca). Application deadline is 15 December 1998. The University of Calgary respects, appreciates, and encourages diversity. The Department is strongly committed to increasing the representation of women in its continuing faculty. University of Calgary — The Department of Greek, Latin & Ancient History invites applications for an

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Stay in touch with the academic community.

Lakehead UNIVERSITY

NATIVE PHILOSOPHY PROJECT

Rockefeller Foundation Humanities Fellowship Program

The Lakehead University Native Philosophy Project is an international, cross-cultural interdisciplinary research program committed to further understanding of the manner in which the world is viewed by the Aboriginal peoples of the Americas.

Rockefeller Foundation Visiting Humanities Fellows are encouraged to explore any aspect of Native Philosophy including such concepts as "person," "self," "individual," "community," "self-government," "environment," "value," and "spirit," as well as possible interrelationships between such concepts, and methodological issues arising from this unique interdisciplinary area of research. The Native Philosophy Project is particularly interested in proposals which facilitate the comparisons of accounts of world views, values etc. given by different Indigenous peoples. Although such comparisons need not be limited to the Americas, the Project encourages a North-South dialogue on Native Philosophy. Given the interdisciplinary nature of the Project, research proposals are invited from senior and emerging scholars with a humanities background in Native Studies, Native Art History, History, Language, Literature or Philosophy.

Lakehead University will host up to three Visiting Fellows each year (depending on the length of stay). The fellowship stipend is between \$30,000 and \$35,000 CDN for the regular academic term, and pro-rated for shorter residencies.

Visiting Fellows participate, with Lakehead University faculty and other researchers, in the Project's biweekly International Indigenous Learning Seminar which includes round-table discussions, sharing of works in progress as well as formal presentations. Each Visiting Fellow has full faculty and library privileges including the opportunity to take Native languages courses (Cree or Ojibwe), and may use the services of a graduate research assistant.

Deadline for applications is January 15, 1999 (similarly in 2000) for residencies beginning in September of that year.

For further information contact:

Dr. Connie Nelson
Dean of Graduate Studies and Research
Lakehead University
Thunder Bay, Ontario P7B 5E1 Canada
Voice: (807) 343-8793
E-mail: connie.nelson@lakeheadu.ca



The UNIVERSITY OF WESTERN ONTARIO Clinical Scientist — Gastroenterology

The Division of Gastroenterology, Department of Medicine, University of Western Ontario, at the John P. Robarts Research Institute invite applications from qualified individuals for a Clinical Scientist position in the area of Gastrointestinal Immunology. The candidate must hold a M.D. or M.D. PhD degree and training in Gastroenterology with a proven track record of research accomplishments in the field of Immune Mechanisms of Inflammation involving cytokines, chemokines, cell adhesion molecules, antigen presentation or T cell selection and activation. It is expected that the successful candidate will develop a strong research focus in the area of inflammatory bowel disease as well as participate in the teaching activities of the Division of Gastroenterology.

The successful candidate will hold a faculty appointment at an appropriate rank in the Division of Gastroenterology, Department of Medicine and the Department of Microbiology and Immunology, University of Western Ontario and a Research Scientist appointment in the Immunology Group at the John P. Robarts Research Institute. We offer an excellent academic environment, research space and startup support. The candidate is expected to apply for external salary awards and operating grants within the two years of their appointment.

The closing date for the applications will be December 31, 1998.

Applications with detailed Curriculum Vitae, and statement of proposed research programs and addresses of three referees should be submitted to:

Richard Reynolds, M.D.
Chief, Division of Gastroenterology
Department of Medicine
University of Western Ontario
London, Ontario, CANADA N6A 5C1

Positions are subject to budget approval. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian Citizens and Permanent Residents of Canada. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities.

ANNONCES CLASSÉES

appointment in the field of classical archaeology and material culture, to be made at either at junior Assistant Professor level or at senior Associate Professor level. A senior appointment will be expected to assume the department leadership. PhD and demonstrated excellence in both teaching and research are required. The appointee will provide leadership in the delivery and development of courses at various levels in archaeology, art, architecture and technology, and should be able to teach in a wide area of ancient history. Some familiarity with relevant information technology is needed. Candidates' research should be concerned with archaeology and material culture in classical or late antiquity, with a main focus in the Greek world or the eastern Mediterranean, and should complement the established scholarly interests and directions of the Department. The ability of candidates to contribute as the Department builds on its strengths and meets the challenges of a changing academic environment will be an important consideration in the selection process. The Department has established a strong record of research, teaching and community contact since its inception in 1968, and currently maintains nine continuing positions, sixty undergraduate majors, about 2500 course enrolments per year, a small M.A. programme, and joint major programmes with the Religious Studies and History departments as well as its own programme in Classics, Library and Teaching resources are substantial. The richest collection of some 15,000 ancient coins is housed in the University's Nickle Arts Museum. For full information see the University's Worldwide Web site (<http://www.ualberta.ca>). Applications should include a Curriculum Vitae, evidence of teaching accomplishments, samples of published or other written work, and (for junior applicants) university transcripts. Confidential letters from three referees are required. Applications and correspondence should be sent to Dr. I.M. Humphrey, Acting Dean, Faculty of Humanities, University of Calgary, 2500 University Drive NW, Calgary AB T2N 1N4. Enquiries may be addressed to the Acting Department Head, Professor M.A. Cropp (403-272-5803; mcropp@ualberta.ca). Application deadline is 15 November 1998. The University of Calgary respects, appreciates, and encourages diversity. The Department is strongly committed to increasing the representation of women in its continuing faculty.

COMMERCE & ADMINISTRATION

THE UNIVERSITY OF BRITISH COLUMBIA — Faculty of Commerce and Business Administration. Applications are invited in many areas

including accounting, finance, marketing, management information systems, industrial relations management, and urban and land economics. Applications are available July 1, 1999 or January 1, 2000 and are subject to final budgetary approval. As a minimum, applicants must be nearing completion of their PhD dissertation. Other required qualifications include an interest in undergraduate teaching, a very strong research orientation and an ability to supervise doctoral candidates. Most openings are at the rank of assistant professor. Salary will be commensurate with the applicant's qualifications and experience. UBC hires on the basis of merit and is committed to employment equity. All qualified persons are encouraged to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Enquiries should include a curriculum vitae and the names of three academic referees and should be sent to: The Dean, Faculty of Commerce and Business Administration, The University of British Columbia, 2053 Main Mall, Vancouver, B.C. V6T 1Z2. The closing date for receipt of applications is December 15, 1998.

THE UNIVERSITY OF BRITISH COLUMBIA — The Hongkong Bank of Canada, Visiting Chair in International Business. The Faculty of Commerce & Business Administration, The University of British Columbia, invites applications for the Hongkong Bank Visiting Chair in International Business. Candidates should have a strong research and teaching record in any aspect of international business, preferably with (but not restricted to) an Asian focus. The area of concentration is open; candidates from Accounting, Finance, Industrial Relations, Information Systems, Logistics & Supply Chain Management, Management Science, Marketing, Organizational Behaviour, Policy, Strategic Management, Urban Land Economics, or any other field of a demonstrated excellence are encouraged to apply. The Chair holder is expected to provide academic leadership and to advance scholarship in international business through work with faculty, students and the external community. The appointment will be effective as soon as possible. The position will be for a period of 6-12 months (non-renewable). Applicants should submit a curriculum vitae and the names of three referees to Professor Stanley Hamilton, Associate Dean, Academic, Faculty of Commerce and Business Administration, The University of British Columbia, 2053 Main Mall, Vancouver, B.C. Canada V6T 1Z2. The Hongkong Bank of Canada, with more than 130 offices in North America, is a wholly-owned subsidiary of HSBC Holdings plc. With over 5,500 offices in 81 countries and territories, and assets of CAD 710

billion (at June 30, 1998), the HSBC group is one of the world's largest banking and financial services organizations. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply.

COMPUTER SCIENCE

YORK UNIVERSITY — The Department of Computer Science at York University invites applications for multiple tenure-track positions, available in all areas and at all levels. Appointments are to commence July 1, 1999. Junior candidates should hold a PhD in Computer Science. The ability to teach graduate and undergraduate courses and conduct research in major areas of computer science is critical. For senior positions, a demonstrated outstanding record of research, teaching and service in Computer Science is essential. Applications, including a curriculum vitae and a list of publications, should be sent to: Prof. Michael Jenkin, Search Committee Chair, Department of Computer Science, York University, 4700 Keele Street, Toronto, Ontario M3J 1P3. Candidates are asked to arrange to have three letters of reference sent directly to the above address. The deadline for applications is January 15, 1999. The Department of Computer Science at York University currently has 28 faculty members, and is in the process of moving to a new building with increased research, teaching and faculty space. The Department offers a full range of graduate and undergraduate programs, including a PhD program. York University is the third largest university in Canada; it is located in the heart of the Greater Toronto Area, and is within easy reach of downtown Toronto. For more information concerning the department see <http://www.cs.yorku.ca>. York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, the advertisement is directed to Canadian citizens and permanent residents.

CARLETON UNIVERSITY — School of Computer Science. Applications are invited to an instructor position in the School of Computer Science at Carleton University. For a two-year term, with possible renewal, starting January 1, 1999. The School has 22 full-time faculty with particular research strengths in algorithms and complexity, intelligent systems, object-oriented programming, and parallel and distributed computing. Successful candidates are expected to teach at the

undergraduate level. The School offers both undergraduate honours programs and graduate programs at the Masters and PhD levels. The programs have limited enrollment in order to maintain a high quality research and teaching environment. Carleton is located in Ottawa, the capital of Canada and a major center of advanced technology research and development. Salary commensurate with qualifications and experience. Send curriculum vitae and names of three referees by mail (not electronically) before November 15, 1998 to: Professor Evangelina Kranakis, Director, School of Computer Science, Carleton University, 1125 Colonel By Drive, Ottawa, Canada K1S 5B6. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities and persons with disabilities. Persons from these groups are encouraged to apply. This position is subject to budgetary approval.

McGILL UNIVERSITY — The School of Computer Science at McGill University wishes to invite applications for two tenure-track positions at the assistant professor level, to begin June 1st, 1999. One position is in the systems area, including, but not limited to, networks, architecture, real-time systems. The other position is in the general area of computational intelligence, including, but not limited to, machine learning,

model checking, reasoning with uncertainty, speech understanding, neural nets. Hard copy applications, including a curriculum vitae, a list of publications with copies of one or two sample reports, a research proposal and the names and e-mail addresses of three referees should be sent to: Head, Search Committee, School of Computer Science, McGill University, McConnell Engineering Building, #318 1405 University Street, Montreal, QC H3A 2A7. The review process will start December 1st, 1998 and the search will continue until the positions are filled. Further information and the status of the job search can be found on our web page, www.cs.mcgill.ca. McGill University is committed to equality of employment and, in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

UNIVERSITY OF WATERLOO — Department of Computer Science. The University of Waterloo invites applications for several tenure-track faculty positions in Computer Science. The Department prides itself on being the leader in Computer Science education and home to a diverse research program of international stature. Because of its recognized strengths and breadth, the Department is able to attract extremely well-qualified students at both undergraduate and graduate levels; these students contribute extensively to the Department's vitality. Priority will be given to candidates with extensive experience in design, implementing, and evaluating practical software systems, and especially those with expertise in distributed systems, network computing, programming languages, software engineering, or database systems. Other successful candidates may have teaching and research expertise in those fields more broadly or in artificial intelligence, computer graphics, data structures design, or design tools and methods. Successful applicants will be expected to develop and maintain a productive research program, to attract and guide highly valued graduate students, to provide a stimulating learning environment for undergraduate and graduate students, and to contribute to the administration of the Department. A PhD in Computer Science or equivalent is required, with evidence of excellence in teaching and research. Candidates at all levels of experience are encouraged to apply. Rank and salary will be commensurate with experience. With over 40 full-time faculty members, including six new appointments in 1998, the Department of Computer Science is one of the largest in Canada. Waterloo pioneered the co-operative education system in Canada and now has the largest co-op program in North America. The Department has an excellent reputation in pure and applied research. For further information about the Department, please see <http://im.uwaterloo.ca>. CS Dept. Applications should include a curriculum vitae and the names and e-mail addresses of at least three referees. The application should



Schulich
School of Business
York University

Tenure-Stream Position Information Technology

The Schulich School of Business at York University in Toronto, Canada, invites applications for a tenure-stream opening for the rank of Assistant or (Junior) Associate Professor in the School's Management Science Area effective July 1, 1999.

Preferred candidates will:

- be qualified to teach in one or more of networks, enterprise modelling, decision support and/or electronic commerce
- possess a completed doctorate or be close to completion
- provide evidence of effective teaching
- have a commitment to scholarly research and publication
- be willing to teach at both undergraduate and graduate levels

Salary and benefits are competitive. This position is subject to budgetary approval. York University is implementing a policy of employment equity, including affirmative action for women faculty.

Please send curriculum vitae to:

Wade Cook, Area Coordinator
& Professor of Management Science
Schulich School of Business
York University, 4700 Keele Street
Toronto, Ontario M3J 1P3, Canada



ASSISTANT PROFESSOR DEPARTMENT OF LANGUAGE EDUCATION

The Department of Language Education at the University of British Columbia, invites applications for a full-time, tenure-track academic appointment at the Assistant Professor level in Teaching English as a Second Language. The appointment will become effective July 1, 1999, and is subject to final budgetary approval.

The Department offers programs leading to the PhD, M.A. and M.Ed. degrees, as well as a B.Ed. degree with teacher certification. Programs and courses within the Department of Language Education include: English/reading education, ESL, modern languages/Asla Pacific languages education and teacher librarianship.

All applicants must have a doctoral degree (or be in the final stages of a dissertation), show evidence of research competence, and have experience teaching second language learners at K-12 and/or adult levels. The successful candidate will be required: to teach graduate and undergraduate courses in TESL; to supervise graduate students; to have a clear program of research. The candidate should have a broad, interdisciplinary background in language and culture. In addition, expertise in one or more of the following is highly desirable: an Asian language; information technology; international education; immigrant populations; the language arts.

The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

The closing date for applications is January 31, 1999.

Letters of application should include a C.V., names, addresses, phone numbers and e-mail addresses of three referees; a statement of research interests; and an example of a recently published work (if available). Applications should be directed to:

Dr. Marion Crowhurst, Head
Department of Language Education
Faculty of Education
University of British Columbia
2125 Main Mall
Vancouver, B.C. Canada V6T 1Z4
Telephone: (604) 822-5235; Fax: (604) 822-3154
E-mail: crowhurst@unixg.ubc.ca



University of Alberta Edmonton

GFT Position, Division of Physical Medicine and Rehabilitation Faculty of Medicine and Oral Health Sciences

The Division of Physical Medicine and Rehabilitation, a stand alone division of the Faculty of Medicine and Oral Health Sciences, University of Alberta invites applications for a geographic full-time tenure track position commencing as assistant professor. The division currently has 5 GFT positions and 9 clinical faculty.

The candidate must be clinically qualified as Physiatrist and be eligible for licensure in the Province of Alberta. The successful candidate will demonstrate excellent leadership qualities, interpersonal skills and have experience in teaching at the undergraduate and postgraduate level. The successful candidate will have an active role in administering the postgraduate program in Physical Medicine and Rehabilitation, currently the largest in Canada. Interest in research in medical and postgraduate education is an asset. The Faculty has a Division of Studies in Medical Education.

The successful candidate will have responsibility for in-patients and out-patients at the Glenrose Rehabilitation Hospital in the Capital Health Authority where the Division is physically located (www.grhosp.ab.ca). Details about the University of Alberta, Faculty, Edmonton and Province of

Alberta can be found on the University's Home Page at www.ualberta.ca.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered.

Interested candidates should submit a curriculum vitae outlining their current clinical research and teaching experience and interests and proposed future directions together with the names and addresses of three referees by December 15, 1998.

Dr. D.J. Carroll
Academic Director
Division of Physical Medicine and Rehabilitation
1226 Glenrose Rehabilitation Hospital
10230 - 111 Avenue
Edmonton, Alberta T5G 0B7

The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

...it makes sense.

CLASSIFIEDS

be directed to the Chair, Professor Nick Curcio, Department of Computer Science, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1; or churcio@uwaterloo.ca. To expedite handling of applications, candidates should also have their names in reference to direct supporting letters to the same address. The positions are expected to commence during the 1999/2000 academic year. The Department will begin to consider applications in December 1998; applications will be considered as soon as they are complete and until April 1999 as long as positions remain available. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. These appointments are subject to the availability of funds.

COMPUTING & INFORMATION SCIENCE

QUEEN'S UNIVERSITY — The Department of Computing and Information Science invites applications for two tenure-track positions at the Assistant Professor level. Queen's University is one of the top universities in Canada and is well known for the high quality of its students and faculty. Queen's University is situated in Kingston, a beautiful and historic city, which is located on Lake Ontario within easy traveling distance of Toronto, Montreal, Ottawa and Syracuse. Kingston offers the amenities of a large city and the comfort of a small city. The Department of Computing and Information Science, which has 19 faculty, 21 staff and approximately 70 graduate students, is committed to excellence in both research and teaching. The faculty are doing research in a number of areas of computer science including: computational systems, molecular simulation, robotics and perception, software technology, database systems, computational geometry, parallel computation and computational linguistics. The Department will consider applicants in database systems, software engineering, graphics, artificial intelligence, computer architecture, computer networks and related areas. Applicants should have a Ph.D. degree in computer science or a related field. The successful candidate will be expected to develop an active research program and to teach effectively at the

undergraduate and graduate levels. Salary is commensurate with qualifications and experience. Applicants are requested to send a curriculum vitae, including a list of publications and the names of three references, and copies of up to three recent papers to: Dr. James Glasgow, Chair, Department of Computing and Information Science, Queen's University, Kingston, Ontario, Canada K7L 3N6. The deadline for applications is December 31, 1998. Queen's University is committed to employment equity and welcomes applications from all qualified men and women, including visible minorities, aboriginal people, persons with disabilities, gay men and lesbians.

COMPUTING SCIENCE

SIMON FRASER UNIVERSITY — School of Computing Science. Applications are invited for two tenure-track positions at the Assistant Professor level. (The School is also searching for a Lecturer, advertised separately.) A Ph.D. in Computing Science or equivalent is required, with a strong commitment to research in teaching and teaching. The ideal candidate will have demonstrated research experience in a systems area, such as software engineering, graphics, multimedia systems, database systems, distributed systems, or networked systems, and at all levels will be considered. Responsibilities include research as well as teaching at the graduate and undergraduate levels. Excellent support will be provided to the successful applicants for establishing their research programs. As well, research in advanced systems will be eligible for fellowships in the B.C. Advanced Systems Institute (see <http://www.bcais.ca/program/landingscript.cfm>). The School of Computing Science has 33 faculty members, and offers an expanding graduate program with over 100 M.Sc. and Ph.D. students. The School has state-of-the-art computer equipment with excellent network support. There are well-equipped research laboratories in areas including algorithms, artificial intelligence, graphics and multimedia, and database systems. As well, the School has strong links with the university's Centre for Systems Science, the B.C. Advanced Systems Institute, and local industry. Simon Fraser University serves about 18,000 students. The university has been ranked first in the "Comprehensive" category for the second year running in a national ranking of Canadian universities carried out by Maclean's Magazine.

The university is situated on a natural rampart of Mount Burnaby just east of Vancouver and commands magnificent views of Burrard Inlet, the North Shore Mountains, the Fraser River, and Vancouver Harbour. The Lower Mainland area of British Columbia is unique in Canada for its mild climate and varied recreational opportunities. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants. Applications will be accepted until the position is filled. For updated information see <http://www.sfu.ca>. To apply send a curriculum vitae, evidence of research productivity (including selected reprints), and the names and addresses and phone numbers of three references to: Dr. James P. Delgado, Director, School of Computing Science, Simon Fraser University, Burnaby, British Columbia, Canada V5A 1S6; email: chris@sfu.ca.

SIMON FRASER UNIVERSITY — School of Computing Science. Applications are invited for a Lecturer position in the School of Computing Science. A M.Sc. in Computing Science is required, with a PhD strongly preferred. The ideal candidate will have a strong commitment to excellence in teaching, demonstrated teaching ability, excellent communication skills, and will be able to teach a variety of undergraduate courses. Duties will include a normal teaching load of six courses in three semesters. There will be the opportunity to participate in curriculum and program development, with a reduction in teaching load to compensate. The successful candidate will be expected to participate in general school committee work. University policies governing the position may be found at <http://www.sfu.ca/cvsi/cvsi/cvsi.cfm>. The School of Computing Science is situated on top of Burnaby Mountain, just east of Vancouver, and serves about 18,000 students. The School graduates over 100 majors in Computing Science and Software Engineering, and various postgraduate and honors programs. The School provides two undergraduate specialist programs, in multimedia computing and software engineering. The university runs a year-round, trimester system, allowing for an extensive cooperative education system. Simon Fraser University has been ranked first in the "Comprehensive" category for the second year running in a national ranking of Canadian universities carried out by Maclean's Magazine.

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DEVELOPMENTAL GENETICS

UNIVERSITY OF MANITOBA — The Department of Human Genetics, Faculty of Medicine at the University of Manitoba invites applications for a full-time tenure-track position at the Assistant Professor level, commencing January 1, 1999, or as soon as possible thereafter. Minimum qualifications are a PhD and an M.D. in Genetics, Molecular Biology or an allied discipline, evidence of strong research potential in developmental molecular genetics, and expertise in targeted gene disruption, and the use of animal models for the study of genetic disease. Prior teaching experience will be considered an asset. Duties will involve research, undergraduate and graduate teaching and supervision of trainees in science and medicine, and service-related activities. The current salary range for the position is \$50,000 to \$52,500. The applicant will be expected to undertake individual research projects and to collaborate with researchers in one or more of the research groups in the Faculty of Medicine. These include the Medical Genetics Research Group, the Gene Technology Research Group and the Molecular Basis of Genetic Disease Research Group. The Department is currently in negotiations to merge with the Department of Biochemistry and Molecular Biology to form a larger unit. The position will be appointed into this new unit, with cross-appointments to other units such as the Section of Genetics and Metabolism, the Section of Pediatrics, the Section of Health, or the Department of Physiology as appropriate. The Faculty of Medicine occupies a site adjacent to the Health Sciences Centre in downtown Winnipeg. These facilities include the newly constructed Brodie Centre, which has library and recreational facilities, as well as five floors of research space currently under development. A state-of-the-art transgenic mouse facility is to be housed in the new building. Winnipeg has a great many cultural and recreational opportunities to offer in all seasons, and has one of the most favourable housing markets in Canada. The University of Manitoba encourages applications from qualified women, including those who are members of visible minorities. Aboriginal people and persons with disabilities. In accordance with Canadian Immigration regulations, this advertisement is directed primarily to Canadian citizens and permanent residents. Further information on the Department and the University may be obtained from the Department of Human Genetics, University of Manitoba, 461-10th Avenue, Winnipeg, Manitoba, R3E 0W3.

DEVELOPMENTAL STUDIES

THE UNIVERSITY OF WINNIPEG — Developmental Studies, Early Childhood Educator Training Program. Developmental Studies is The University of Winnipeg, invites applications for a two-year position (with possible extension upon review in the second year) at the rank of Instructor or Assistant Professor. Subject to budgetary approval, this appointment is effective May 1st, 1999 or later. Salary will be commensurate with qualifications and experience. Applicants should have a PhD completed or very near completion. The successful candidate must have a strong commitment to undergraduate teaching and to research. The department invites applications from individuals with extensive experience in the field of child development and/or child care administration, or special needs. Responsibilities will include teaching undergraduate courses in child development, child care administration, and special needs. The successful candidate will be expected to supervise advanced internships and serving as a liaison with the child care community. In accordance with Canadian Immigration requirements, first preference must be given to Canadian citizens and permanent residents. The University of Winnipeg is committed to employment equity. Interested candidates should apply by December 1st, 1998 send a curriculum vitae, including three letters of reference, and a sample of research or Dr. Louise Polyzos, Coordinator of Developmental Studies, The University of Winnipeg, Developmental Studies Program, Room 1811, 515 Portage Avenue, Winnipeg, Manitoba R3B 2E9. Phone: 1-204-786-5841; Fax: 1-204-774-4134; Email: louise.polyzos@uwinnipeg.ca. For more information in Developmental Studies, access the Developmental Studies website at The University of Winnipeg: <http://www.uwinnipeg.ca/developmentalstudies/index.htm>

and to research. The department invites applications from individuals with extensive experience in the field of child development and/or child care administration, or special needs. Responsibilities will include teaching undergraduate courses in child development, child care administration, and special needs. The successful candidate will be expected to supervise advanced internships and serving as a liaison with the child care community. In accordance with Canadian Immigration requirements, first preference must be given to Canadian citizens and permanent residents. The University of Winnipeg is committed to employment equity. Interested candidates should apply by December 1st, 1998 send a curriculum vitae, including three letters of reference, and a sample of research or Dr. Louise Polyzos, Coordinator of Developmental Studies, The University of Winnipeg, Developmental Studies Program, Room 1811, 515 Portage Avenue, Winnipeg, Manitoba R3B 2E9. Phone: 1-204-786-5841; Fax: 1-204-774-4134; Email: louise.polyzos@uwinnipeg.ca. For more information in Developmental Studies, access the Developmental Studies website at The University of Winnipeg: <http://www.uwinnipeg.ca/developmentalstudies/index.htm>

DRAMA & SPEECH COMMUNICATION

UNIVERSITY OF WATERLOO — Drama and Speech Communication. The University of Waterloo invites applications for a tenure-track position in the Department of Drama and Speech Communication beginning July 1, 1999. Primary area: Speech Communication, including the following areas: Interpersonal Communication, Small Group Communication, Interviewing, Organizational Communication, Security areas: Drama, including Performance, Theatre History, Dramatic Literature. The successful candidate must have a PhD or terminal degree. Salary range commensurate with qualifications and experience. Send letters of application and three letters of reference to Professor Joel Greenberg, Chair, Department of Drama and Speech Communication, University of Waterloo, Waterloo, Ontario N2L 3G1. Application deadline: November 30, 1998. In accordance with Canadian Immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

EARTH SCIENCES

LAURENTIAN UNIVERSITY — The Department of Earth Sciences seeks applications for a tenure-track faculty position at the Assistant Professor level in Structural Geology effective July 1, 1999. The successful candidate will teach at the undergraduate and graduate level, supervise research students and maintain a vigorous research program. This position will have experience in structural analysis, a strong commitment to field based research, and experience in or a desire to work on ore deposit related structural problems. Laurentian University is located in one of Canada's largest mining centres. As well, the Ontario Geological Survey and the Ontario Geoscientific Laboratories are both located on its campus. The latter houses state-of-the-art analytical facilities for geoscience research. Laurentian University is a bilingual institution and an equal opportunity employer. It has a policy of passive bilingualism (English/French) as a condition of tenure; free second language instruction is available. Laurentian University is committed to equity in employment and encourages applications from all qualified applicants including women, aboriginal people, members of visible minorities, and persons with disabilities. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. Please submit an application, with complete curriculum vitae and the names and addresses of three references, to: Chair, Department of Earth Sciences, Laurentian University, Sudbury, Ontario P6B 2K6. Telephone: (705) 673-1151, extension 2163; Fax: (705) 673-4576; e-mail: geology@laurentian.ca. While screening candidates will commence in January 1999, applications will be accepted until the position is filled.

EAST ASIAN STUDIES

MC GILL UNIVERSITY — The Department of East Asian Studies announces a tenure-track position in Chinese Studies at the assistant professor level beginning September 1, 1999. The position is an assistant professorship. Preference will be given to candidates who are prepared to teach undergraduate and graduate courses in critical theories, gender theories, film studies, and/or postcolonial studies. Candidates should have a PhD by the time of appointment; teaching experience is preferred. Knowledge of French is an asset. Applicants should send a letter of application and a statement of research and teaching interest, current vitae and three letters of reference to: Chair, Chinese Studies Committee, Department of East Asian Studies, McGill University, 3434 McTavish Street, Montreal, Quebec H3A 2K4, Canada. Applications or applications to January 5, 1999. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. McGill University is committed to equity in employment.

ECONOMICS

THE UNIVERSITY OF CALGARY — The Department of Economics at the University of Calgary invites applications for a tenure-track position at the rank of Assistant Professor, the second at the rank of Associate Professor, and the third at the rank of Instructor. Note: The second position is subject to budgetary approval. All positions are effective July 1, 1999. For the Assistant/Associate Professor positions, preference will be given to candidates specializing in resource economics (especially energy or environmental economics), regulatory economics or public economics. Although strong candidates in all fields of specialization are encouraged to apply, for an appointment specializing in resource economics applications are invited from non-qualified candidates. For an appointment specializing in regulatory economics, public economics or other fields, and for the Instructor position, priority will be given to Canadian citizens and permanent residents of Canada in accordance with Canadian immigration requirements. The University of Calgary respects, appreciates and encourages diversity. Assistant Professor (Closing date: November 30, 1998). Applicants must have a PhD in Economics or expect to complete by July 1999, and must show promise of excellent research and teaching. Candidates must be able to teach at the graduate and undergraduate levels, supervise graduate students, and undertake some service duties. Assistant Professor (Closing date: November 30, 1998). Applicants must have a PhD in Economics and be able to provide evidence of excellence in research and teaching. Candidates must be able to conduct independent research, teach at the graduate and undergraduate levels, supervise graduate students, and undertake some service duties. Instructor (Closing date: March 1, 1999). Applicants must have a Masters degree or PhD in Economics, strong academic references and demonstrated teaching excellence. Primary responsibilities will include teaching introductory and possibly higher level economics courses, oversee curriculum development, multi-section course coordination and some service duties. The salary range and benefits package for this position are comparable to Assistant Professor. Applications for the Assistant/Associate Professor positions should include a covering letter, curriculum vitae, a sample of recent research and the names of three referees.



Dean Faculty of Pharmacy and Pharmaceutical Sciences Edmonton, Alberta, Canada

The University of Alberta invites national and international applications and nominations for the position of Dean of Pharmacy and Pharmaceutical Sciences. The University of Alberta has a clear vision: to be indisputably recognized nationally and internationally as one of Canada's finest universities. The University plays an integral role in the educational, business, and cultural life of Alberta through the impact of its integrated mandate of teaching, research, and community service. In excess of 4,500 courses are offered in 16 Faculties at the University of Alberta where more than 30,000 students are enrolled.

The Faculty has a major research profile, strong undergraduate and graduate programs, and several associated institutes and spin-off companies. In nine of the last ten years, its undergraduate students had the top class average in Canada on national exams. The role of the new Dean will be to build on recent initiatives and accomplishments in curriculum redesign, faculty recruitment and revitalization, and fund development in order to realize the Faculty's vision to be recognized as the leading Faculty of Pharmacy in Canada. It is expected that the new Dean will position the Faculty to move into the 21st century with proposed new and innovative curricular and program changes in order to better meet the health care needs of society.

The Dean is responsible to the Vice-President (Academic) and Provost for the supervision and administration of academic programs, budget and activities of the Faculty. Candidates should have proven administrative experience, well-developed leadership skills, a strong academic background, and be committed to excellence in teaching and research. The candidate must also be committed to working closely with national and provincial professional pharmacy organizations. The appointment will take effect July 1, 1999 or as soon as possible thereafter. The incumbent Dean has completed his term and is not a candidate.

Written nominations for the position, or applications supported by a curriculum vitae and the names of three referees, should be submitted by January 15, 1999 to:

Dr. Doug Owram, Vice President (Academic) and Provost
Third Floor, University Hall
University of Alberta
Edmonton, Alberta
Canada T6G 2J9

The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.



ASSISTANT PROFESSOR CURRICULUM STUDIES (BUSINESS EDUCATION)

The Department of Curriculum Studies at the University of British Columbia invites applications for a full-time, tenure-track position at the assistant professor level with a focus on business education. The appointment will become effective July 1, 1999, subject to final budgetary approval.

The Department offers programs leading to the Ph.D., M.A. and M.Ed. degrees, as well as a B.Ed. degree with teacher certification. Programs and courses within the Department of Curriculum Studies cover all of the school curriculum areas with the exception of languages, and department members and students work in a collaborative, multi-disciplinary environment.

Candidates should have a doctoral degree, a well-defined research program, relevant teaching experience in business education or related areas at the elementary or secondary school level, and a record of research and publication. Areas of particular interest to the Department include the implications of technological change for business education, critical analysis of the social and technical relations of work and the workplace, entrepreneurship, career preparation, and transition from school to work. Responsibilities will include teaching courses at the undergraduate and graduate levels, supervising graduate students and student teachers, developing and maintaining relationships with the business education community, in the school system, and maintaining an active program of research and publication. Salary will depend upon the successful candidate's qualifications and experience.

The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

The closing date for applications is February 15, 1999.

A letter of application, a curriculum vitae, the names, addresses, and phone/fax numbers of three referees, a statement of research interests, and one or more published papers should be sent to:

Dr. David Robitaille, Head
Department of Curriculum Studies
Faculty of Education
The University of British Columbia
2125 Main Mall
Vancouver, B.C. V6T 1Z4

...it makes sense.

ANNUNCIOS CLASSEES

Applications for the Instructor position should include a covering letter, curriculum vitae, evidence of recent excellent teaching performance and names of three referees. Send applications to: Dr. Robert L. Mansell, Head, Department of Economics, University of Calgary, 2500 University Drive NW, Calgary, Alberta T2N 1N4. Fax: (403) 252-5262. Please arrange for the referees to send confidential letters of reference to this address. Applicants should indicate whether they will be attending the forthcoming Canadian Economics Employment Exchange and/or the Allied Social Science Associations meetings. Applications may be submitted to the above deadlines indicated above, but the original application should also be forwarded.

YORK UNIVERSITY - Department of Economics (Faculty of Arts). Applications are invited for a tenure track position at the lecturer/assistant professor level in economics, subject to budgetary approval. Rank and salary to be commensurate with qualifications and experience. Candidates should have a PhD in economics (or expected in 1999) and show potential of becoming excellent teachers and nationally/internationally recognized scholars. While outstanding candidates in any field may apply, the department is particularly interested in candidates doing work in microeconomics. Duties for this position include teaching at the undergraduate and graduate levels, research, supervision and committee service. Applicants should include curriculum vitae and a recent research paper. Applications should be sent to the Chair of the Department of Economics, 100 St. George Street, 3rd floor, York University, North York, Ontario M3J 1P3.

YORK UNIVERSITY - Department of Economics (Faculty of Arts). Applications are invited for a tenure track position at the lecturer/assistant professor level in economics, subject to budgetary approval. Rank and salary to be commensurate with qualifications and experience. Candidates should have a PhD in economics (or expected in 1999) and show potential of becoming excellent teachers and nationally/internationally recognized scholars. While outstanding candidates in any field may apply, the department is particularly interested in candidates doing work in microeconomics (e.g. environmental, natural resources, industrial organization, international trade, health). Duties for this position include teaching at the undergraduate and graduate levels, research, supervision and committee service. Applicants should include curriculum vitae and a recent research paper. Applications should be sent to the Chair of the Department of Economics, 100 St. George Street, 3rd floor, York University, North York, Ontario M3J 1P3.

UNIVERSITY OF VICTORIA - The Department of Economics at the University of Victoria invites applications for a regular full-time position, starting July 1, 1999, at the Assistant or Associate Professor level. Preferred fields are Industrial Organization and Environmental Economics. Those applying at the Assistant level should have a PhD in hand or be close to completion and show promise of excellence in research and teaching. Those applying at the rank of Associate Pro-

fessor should have established records displaying superior levels of scholarly achievement and teaching, and a demonstrated working knowledge of the implementation of a PhD program and is interested in individuals capable of significantly enhancing the Department's research capacity. Candidates are expected to be able to provide a PhD level instruction in a core area, as well as in their area of specialization. The University of Victoria is an equality employer and working towards the elimination of racism and sexism. We are particularly interested in women, persons with disabilities, visible minorities, and aboriginal persons. In accordance with Canadian Immigration requirements, the advertisement is directed to the first instance to Canadian citizens and permanent residents. Others are encouraged to apply but are not eligible for appointment until a Canadian citizen is completed and no appointment made. Information about the Department is available on its Website at <http://web.uvic.ca/econ>. Please send applications, including curriculum vitae and the names of three referees, to: Chair, Search Committee, Department of Economics, University of Victoria, P.O. Box 1700, Victoria B.C. Canada, V8W 2Y2. Fax: (250) 721-6214. Applicants are also requested to arrange for at least three letters of reference to be sent directly by referees to the Chair of the Search Committee. Applications should be submitted as soon as possible. The deadline for the receipt of applications and letters of reference is December 15, 1998.

UNIVERSITY OF WATERLOO - Economics. Applications are being accepted for a tenure-track position in the area of public finance and economics beginning September 1, 1999. Consideration will be given to candidates who have either completed their PhD or are near completion. While all areas of economics will be considered, the department is especially interested in public finance. The successful candidate will teach and supervise graduate students and be expected to develop an independent research program. Excellent in research and teaching are primary criteria for the position. Salary range will be commensurate with qualifications and experience. The closing date for applications is February 1, 1999. Send curriculum vitae and three letters of reference to: Dr. James A. Brox, Chair, Department of Economics, University of Waterloo, Waterloo, Ontario, N2L 3G1, Canada. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. The appointment is subject to the availability of funds.

MCMASTER UNIVERSITY - Labour Studies Programme. A tenure track joint appointment will be made in Labour Studies and another department related to the candidate's area of interest, by McMaster University at the Assistant Professor level commencing July 1, 1999. Labour Studies is an interdisciplinary programme. This will be an interdisciplinary subject area that focuses on all forms of work (paid and unpaid) and links the work experience with gender and race relations, state regulation, aging, family life and the community. Resources have been allocated to deliver new undergraduate courses, to launch an interdisciplinary M.A. in Work and Society, and to establish new educational links with labour and community groups. Responsibilities will include undergraduate and graduate teaching and leading links with community and labour groups. The successful candidate will be expected to attract research funds and carry out an independent research programme leading to peer-reviewed publications. Candidates should have an interdisciplinary approach to studies in work, labour and society and must have a PhD in a relevant discipline. In accordance with Employment Equity legislation, McMaster encourages applications from all qualified candidates, including bicultural people, persons with disabilities, members of visible minorities and women. This encouragement is in keeping with Work and Society's focus on the ways in which structure of forces (e.g. social class, gender, race, age, ability, sexuality) affect workers and their workplaces. The advertisement is directed to the first instance to Canadian citizens and permanent residents. Further information on Labour Studies and the Work and Society strategic area can be found on the Labour Studies Home page at <http://www.laustudies.mcmaster.ca/~labst/>. In accordance with Canadian immigration requirements, this notice is directed to Canadian citizens and permanent residents. Applicants should send a curriculum vitae and arrange to have three letters of reference sent to the Chair of the Search Committee, McMaster University, Hamilton, Ontario, L8S 4M4. The application deadline is November 1, 1998.

MCMASTER UNIVERSITY - Department of Economics. Subject to budget approval, applications are invited for a tenure track, entry-level, assistant professor position. Applicants must have a doctorate (or expect to complete by May 1999) and show strong potential for excellence in research and teaching. Funds permitting, exceptionally well-qualified candidates at the associate level, ones with international reputations and a record of good teaching, may be considered. The applicant's primary field of specialization should be economic theory. Preferably, he or she should also be capable of teaching in one or more additional related fields such as public finance, industrial organization, international trade, and finance. Please send applications, curriculum vitae and three confidential letters of reference to: Prof. Chris Green, Chair, Department of Economics, McGill University, 855 Sherbrooke St. West, Montreal, Quebec, H3A 2T4 Canada. Closing date for applications is 30 November 1998. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. McGill University is committed to equity in employment.

WILFRID LAURIER UNIVERSITY - Department of Economics. Applications are invited for a two-year limited term appointment at the rank of Assistant Professor commencing July 1, 1999. Candidates must have a PhD completed or near completion preferably with some teaching and research experience. Duties include teaching at the undergraduate and Master's level and research. Candidates in all areas will be considered. This advertisement is directed in the first instance to Canadian citizens and permanent residents. The University is committed to employment equity and welcomes applications from all qualified women, persons with disabilities, and aboriginal people. A unique learning environment is provided. The position is subject to budgetary approval. Applications with a curriculum vitae and the names of three references should be sent to: Dr. Alastair Robertson, Chair, Department of Economics, Wilfrid Laurier University, Waterloo, Ontario, N2L 3C5.

MCMASTER UNIVERSITY - Department of Economics. Applications are invited for a tenure-track position at the level of assistant professor in the Department of Economics at McMaster University. The Department of Economics is seeking candidates undertaking research in the field of macroeconomics, broadly defined to include, for example, international and monetary economics. The position has become available as part of McMaster University's strategic initiative in Globalization and the Human Condition and will commence 1 July 1999. The successful candidate will be young, and will be expected to operate effectively in a research-oriented department with an active graduate programme leading to the degrees of M.A. and Ph.D. in economics. The appointee will hold, or be in the advanced stages of working towards, a PhD in economics. Research

will include undergraduate and graduate teaching, and the supervision of graduate students. The successful candidate will also be expected to carry out an independent research programme yielding significant peer-reviewed publications. The position has been cleared for simultaneous advertising at the second tier level. Accordingly, applications are invited from qualified individuals regardless of their immigration status in Canada. McMaster University is committed to the principles of employment equity. Women, indigenous peoples, persons with disabilities, and individuals from visible minority groups are particularly encouraged to apply. Interested candidates should send a letter of application and a curriculum vitae and request that three referees' letters be sent supporting letters to: Stuart Metcalfe, Chair, Department of Economics, McMaster University, 1280 Main Street West, Hamilton, Ontario, Canada, L8S 4M4, telephone: (905) 522-9140 x. 4591, fax: (905) 521-2322, electronic mail: econ@mcmaster.ca. The closing date for applications is 15 November 1998.

MCMASTER UNIVERSITY - Department of Economics. Subject to budget approval, applications are invited for a tenure track, entry-level, assistant professor position. Applicants must have a doctorate (or expect to complete by May 1999) and show strong potential for excellence in research and teaching. Funds permitting, exceptionally well-qualified candidates at the associate level, ones with international reputations and a record of good teaching, may be considered. The applicant's primary field of specialization should be economic theory. Preferably, he or she should also be capable of teaching in one or more additional related fields such as public finance, industrial organization, international trade, and finance. Please send applications, curriculum vitae and three confidential letters of reference to: Prof. Chris Green, Chair, Department of Economics, McGill University, 855 Sherbrooke St. West, Montreal, Quebec, H3A 2T4 Canada. Closing date for applications is 30 November 1998. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. McGill University is committed to equity in employment.

UNIVERSITY OF ALBERTA - The Department of Economics invites applications for three full-time positions starting July 1, 1999. Appointments will be made at the junior or senior levels. Entry-level applicants are expected to have a PhD (or be close to completion), and they must display promise of excellence in teaching and research. Candidates at the upper levels must have well-established teaching and research records. We invite applications from outstanding individuals in all fields, but we are especially interested in candidates with teaching and research interests in macroeconomics and international trade. Salary commensurate with qualifications and competitive with other Canadian universities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. Send applications (including curriculum vitae and names of three referees who have been asked to send confidential letters of assessment) to: Kenneth Norris, Chair, Department of Economics, University of Alberta, Edmonton, Alberta T6G 2H4 by December 1, 1998. The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including aboriginal peoples, persons with disabilities, and members of visible minorities.

UNIVERSITY OF WINNIPEG - The Bachelor of Education Program at the University of Winnipeg invites applications for several certificate/endorsement track positions at the Instructor, Assistant or Associate Professor level within the Bachelor of Education Program. The program, expanding from three to five years in duration, prepares graduates for teaching in the public and private school systems. The program is a collaborative approach to teacher education. It is preferred that candidates have a background in education. Applicants should also have a strong commitment to undergraduate teaching and to research and have experience in a school setting. In addition, experience with inner city education and

EDUCATION

UNIVERSITY OF SASKATCHEWAN - The Department of Educational Psychology and Special Education in the College of Education, University of Saskatchewan is seeking applications for a tenure track position at the Assistant or Associate Professor level within the Bachelor of Education Program. The program, expanding from three to five years in duration, prepares graduates for teaching in the public and private school systems. The program is a collaborative approach to teacher education. It is preferred that candidates have a background in education. Applicants should also have a strong commitment to undergraduate teaching and to research and have experience in a school setting. In addition, experience with inner city education and

EDUCATIONAL PSYCHOLOGY

UNIVERSITY OF SASKATCHEWAN - The Department of Educational Psychology and Special Education in the College of Education, University of Saskatchewan is seeking applications for a tenure track position at the Assistant or Associate Professor level within the Bachelor of Education Program. The program, expanding from three to five years in duration, prepares graduates for teaching in the public and private school systems. The program is a collaborative approach to teacher education. It is preferred that candidates have a background in education. Applicants should also have a strong commitment to undergraduate teaching and to research and have experience in a school setting. In addition, experience with inner city education and

EDUCATION

UNIVERSITY OF SASKATCHEWAN - The Department of Educational Psychology and Special Education in the College of Education, University of Saskatchewan is seeking applications for a tenure track position at the Assistant or Associate Professor level within the Bachelor of Education Program. The program, expanding from three to five years in duration, prepares graduates for teaching in the public and private school systems. The program is a collaborative approach to teacher education. It is preferred that candidates have a background in education. Applicants should also have a strong commitment to undergraduate teaching and to research and have experience in a school setting. In addition, experience with inner city education and



ASSISTANT PROFESSOR CURRICULUM STUDIES (MUSIC EDUCATION)

The Department of Curriculum Studies at the University of British Columbia invites applications for a full-time, tenure track position at the assistant professor level with a focus on music education, particularly choral or instrumental studies. The appointment will become effective July 1, 1999 or earlier, subject to final budgetary approval.

The Department offers programs leading to the PhD, M.A. and M.Ed. degrees, as well as a B.Ed. degree with teacher certification. Programs and courses within the Department of Curriculum Studies cover all of the school curriculum areas with the exception of languages, and department members and students work in a collaborative, multi-disciplinary environment.

Candidates should have a doctoral degree, a well-defined research program, and significant experience teaching music at the elementary or secondary school level. Duties will include supervision of graduate students and student teachers, development of an active program of research and publication, developing and maintaining relationships with music educators in the school system, community, and teaching undergraduate and graduate level courses in music education. In addition, the successful candidate will be expected to make a contribution to one or more other programme areas within the department. This might involve, for example, curriculum theory and evaluation, teacher education, research methodology, or cross disciplinary themes in curriculum and instruction. The salary will depend upon the successful candidate's qualifications and experience.

The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified people to apply. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

The closing date for applications is February 16, 1999.

A letter of application, curriculum vitae, the names, addresses, phone/fax numbers, and e-mail addresses of three referees, a statement of research interests, and one or more published papers should be sent to:

Dr. David Robitaille, Head
Department of Curriculum Studies
Faculty of Education
The University of British Columbia
2125 Main Mall
Vancouver, B.C. V6T 1Z4



The University of Western Ontario Chair of Rheumatology

The University of Western Ontario, Faculty of Medicine & Dentistry, Department of Medicine invites applications for the position of Chair of the University Division of Rheumatology. The Division has ten members at three hospital sites throughout the city.

Applicants must be eligible to practice in Ontario and hold certification from the Royal College of Physicians and Surgeons of Canada in Internal Medicine. The Department of Medicine is seeking an individual with a record of excellence in clinical work, teaching and/or research. Applicants should have a record of leadership and the commitment to teaching and research. Academic rank will be commensurate with experience.

Applicants are invited to forward their Curriculum Vitae and the names of three referees by December 31, 1998 to:

Dr. Rick Reynolds, Chair
Search Committee
Division of Rheumatology
Department of Medicine
St. Joseph's Health Centre
268 Grosvenor Street
London, Ontario N6A 4V2

Positions are subject to budget approval. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian Citizens and Permanent Residents of Canada. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal peoples, and persons with disabilities.



SENIOR ACADEMIC APPOINTMENT in the WILLIAMS SCHOOL OF BUSINESS AND ECONOMICS

Applications and nominations are invited for a senior academic appointment in the Williams School of Business and Economics, Bishop's University. The appointment, to be effective December 1, 1998, or as soon as possible thereafter, is for a term of three years, renewable. Candidates should have demonstrated teaching skills, an established reputation as an academic researcher, and senior level management experience. Candidates should also have the necessary administrative, interpersonal, and communication skills to provide leadership to the School's academic programs and maintain strong links with the business community. The ability to work in both official languages is crucial.

The position offers a unique situation for an individual to build upon the School's strengths; dedicated faculty, tremendous alumni support, outstanding national student body, and extraordinary teaching facilities.

The School has 23 tenure-track faculty positions; 600 full-time students, an active and growing International Exchange program, and an independent Centre for Entrepreneurship. The School is financially strong with support provided by the SEED Foundation.

Bishop's University is a predominantly residential university whose primary concern is offering to undergraduate students a quality education in the arts and sciences, education and business administration. Its academic programmes are broadly-based and stress the inter-relationships of disciplines rather than their specializations. The residential aspect and small size of the University encourage an informal atmosphere. Contact between faculty and students is fostered through small classes and frequent use of seminars, laboratories and tutorials.

The Appointments Committee will receive applications immediately. Applications must include a detailed curriculum vitae and the name of at least three referees.

Please send C.V.'s to:

Chair, Appointments Committee
Williams School of Business and Economics
Bishop's University
Lennoxville, QC
J1M 1Z7

FAX: (819) 822-9720 / E-mail: mturmer@bishops.ca

and active involvement in committee and administration work. The department offers programs for over 150 graduate students enrolled in Post-Graduate Diploma, Master of Education and special case PhD programs in the following areas: behaviour disorders, intellectual disabilities, learning disabilities, language and communication difficulties, cross-cultural resource teaching, counselling, measurement and evaluation, and school psychology. It also provides courses and supervision of practicum experiences to approximately 1400 Bachelor of Education students. The department has a full-time complement of 15 faculty members. Interested applicants should send their application with curriculum vitae, and a list of three references to be sent to: Dr. Walt Pavlovich, Head, Department of Educational Psychology and Special Education, University of Saskatchewan, 10 Campus Drive, Saskatoon, SK S7N 0X1. The competition closes when a suitable candidate is found. Starting Date: As soon as possible. The University of Saskatchewan is committed to employment equity. Members of designated groups (women, aboriginal people, people with disabilities and visible minorities) are encouraged to self-identify on their applications.

ENGINEERING

UNIVERSITY OF SOUTHWESTERN LOUISIANA
— **Electrical Engineering** The ECE Dept. of the University of Southwestern Louisiana in Lafayette, LA, USA seeks faculty candidates for tenure track faculty positions. Areas of interest: Telecommunications, Electronics, Signal Processing. The Department was ranked as the top one in Louisiana for its graduate program, in 1995, by the National Research Council. Send CV electronically to madon@swlu.edu, or via FAX to: (504) 485-6867. M. Madon, Chair of Faculty Search Committee. Salary: \$30,540,000 for 9 months. — **SCALE 71,000**, with taxes substantially lower than Canada.

UNIVERSITY OF TORONTO — The Department of Electrical and Computer Engineering at the University of Toronto invites applications for a tenure-stream Assistant Professor position in the area of systems control, specially real-time computer control. A PhD degree in electrical engineering, computer engineering, or computer science is required. The Department consistently ranks among the top 10 departments in its field

in North America. It attracts outstanding students, has excellent research facilities, and is ideally located in the middle of a vibrant metropolitan city. Additional information can be found on the department web page: <http://www.ece.toronto.edu>. Applicants should send a curriculum vitae and a list of three references to Professor Salavat G. Zakki, Chair, Department of Electrical and Computer Engineering, University of Toronto, 10 King's College Road, Toronto, Ontario, M5S 1A5, Canada. The search will continue until the position is filled. To ensure consideration, please respond by January 29, 1999. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Toronto is committed to employment equity and encourages applications from women, visible minorities, aboriginal people and physically challenged persons.

UNIVERSITY OF ALBERTA — Department of Chemical and Materials Engineering Applications are invited for tenure-track faculty positions at the assistant professor level. One position is available immediately and others will be available July 1, 1999. The salary range for these positions is \$48,000 to \$58,000 per year. Candidates must

either hold a PhD in Chemical Engineering or related field or expect to receive one before July 1, 1999. We are interested in all high-quality candidates in any area of chemical engineering, but one of the positions is intended to complement our current strengths in catalytic reaction engineering and/or polymer engineering. Successful candidates will be expected to establish viable and productive research programs, and teach both graduate and undergraduate courses. Consult our website at www.ualberta.ca/CHEMENG for information about our Department. In accordance with Canadian immigration requirements, the advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. A resume, the names of three references and a statement of current research interests and plans for future research should be sent to: Dr. S.E. Wankar, Chair, Department of Chemical and Materials Engineering, University of Alberta, Edmonton, Alberta, Canada, T6G 2G6. Applications are requested prior to February 15, 1999. The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including aboriginal peoples, persons with disabilities, and members of visible minorities.

THE UNIVERSITY OF WESTERN ONTARIO — Faculty of Engineering Science, Chair, Department of Chemical and Biochemical Engineering. The Faculty of Engineering Science at the University of Western Ontario invites applications and nominations for the position of Chair in the Department of Chemical and Biochemical Engineering. This tenure appointment will be made at the rank of Professor or Associate Professor depending on the qualifications of the candidate and will be effective July 1, 1999. We are seeking an innovative and dynamic individual who will lead the Department as new challenges and opportunities arise in the new millennium. The University of Western Ontario is located in London, Ontario which is situated a two hour drive from both Toronto and Detroit. London is rated as one of the best cities in which to live in Canada in terms of quality of life. The University of Western Ontario has over 24,000 students is one of the top research intensive universities in Canada. The Department of Chemical and Bio-

University of Alberta
Edmonton

Faculty of Engineering

Chair, Department of Chemical & Materials Engineering

Applications and nominations are invited for the position of Chair of the Department of Chemical and Materials Engineering. The department provides undergraduate programs in Chemical Engineering, Chemical Engineering (Computer Process Control), and Materials Engineering. These programs have a combined target enrollment of 100 new students each year. The department has a strong graduate program with approximately 100 students following MEng, MSc and PhD programs, and the department is committed to further growth in this area. Research in the department is supported by a wide variety of governmental and industrial organizations, with approximately \$4.5 million in externally sponsored research funds received annually.

The department has recently experienced considerable growth and currently has 30 full-time faculty members. Planned additional growth over the next three years could result in an additional six or more faculty positions being established complete with associated support staff. This major initiative, which is pending government approval, will enable the department to build on its considerable strengths and expand into new areas of teaching and research.

The Chair of Chemical and Materials Engineering is responsible to the Dean of Engineering for the supervision and administration of the academic programs, budget and all activities of the department. We are seeking a dynamic candidate who possesses the teaching, research and administrative experience to provide effective leadership in a Faculty committed to excellence in education and scholarship. This tenure appointment, which will be at the rank of Professor, will take effect on July 1, 1999 or as soon as possible thereafter.

Chair, Department of Mechanical Engineering

Applications and nominations are invited for the position of Chair of the Department of Mechanical Engineering. The undergraduate program in Mechanical Engineering has a target enrollment of 115 new students each year. Approximately 75 graduate students are registered in MEng, MSc and PhD programs, and the department is committed to further growth in this area. Research in the department is supported by a wide variety of governmental and industrial organizations, with in excess of \$1.5 million in externally sponsored research funds received annually.

The department currently has 22 full-time faculty members. Planned additional growth over the next three years could result in an additional 11 faculty positions being established complete with associated support staff. This major initiative, which is pending government approval, will enable the department to build on its strengths and expand into new areas of teaching and research involving biomedical/biomechanical engineering and manufacturing engineering.

The Chair of Mechanical Engineering is responsible to the Dean of Engineering for the supervision and administration of the academic programs, budget and all activities of the department. We are seeking a dynamic candidate who possesses the teaching, research and administrative experience to provide effective leadership in a Faculty committed to excellence in education and scholarship. This tenure appointment, which will be at the rank of Professor, will take effect on July 1, 1999 or as soon as possible thereafter.

Ernest E. and Gertrude Poole Chair in Management for Engineers

Applications and nominations are invited for the Ernest E. and Gertrude Poole Chair in Management for Engineers. This is an endowed Chair position responsible for the Engineering Management program in the Faculty of Engineering. The Chair will be responsible for the establishment, further development and execution of all policy and direction of the Engineering Management program and assist in the teaching of parts of the program at the undergraduate and graduate levels. The Chair will have specific responsibility for the development and offering of courses that will deal in an integrated way with entrepreneurship, project management, technology policy, finance, marketing, quality control, human resource planning and decision analysis. The Chair will be responsible for coordinating activities and developing collaborative programs with the Faculty of Business.

The candidate should be a professional engineer, ideally with an advanced degree in an engineering or business discipline, and possess a wealth of experience and outstanding background in engineering management, some teaching experience, and excellent information technology skills. The candidate should also have excellent leadership, people, and marketing skills, as well as a clear vision of the role and future of the Engineering Management program. The candidate may currently be in an industrial position, or in an academic position with a strong industrial background and linkages.

The position will be at the rank of Professor and salary will be commensurate with experience and achievements. The appointment, to take effect on July 1, 1999, or as soon as possible thereafter, will either be with tenure, or for a renewable five-year term, as appropriate.

The Faculty of Engineering is one of the largest in Canada with approximately 2800 undergraduate students, 500 graduate students and over 130 faculty members. The Faculty operates the second-largest engineering cooperative education program in Canada which is available to students in the nine undergraduate degree programs. The Faculty has recently undergone a significant phase of renewal with over 40 new engineering faculty members appointed since 1996.

For any of the above positions, please send nominations or applications, including CVs and the names of three references by January 15, 1999 (applications will be accepted until the positions are filled) to:

Dr. David T. Lynch, Dean
Faculty of Engineering
University of Alberta

5-1 Mechanical Engineering Building
Edmonton, AB T6G 2G8
Phone: (403) 492-3596
Fax: (403) 492-0500
E-mail: david.lynch@ualberta.ca

The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

chemical Engineering was founded 40 years ago and has established national and international reputation in many research areas. The Department is the first one in Canada to establish undergraduate and graduate programs in chemical engineering, and currently has 10 full-time faculty. Plans are underway to expand to 14 full-time faculty by the year 2001. The Department presently has about 180 undergraduate students in Years 2, 3, and 4, and a rapid expansion in student numbers is anticipated resulting from the introduction of new concurrent degree programs with Business, Economics, Chemistry, Biochemistry, Law and Medicine. At the present time the Department has 12 Adjunct Professors who participate in research, and there are three research centres, the Chemical Reactor Engineering Centre, and the newly established Microchemical Research Centre and the Technology Research Centre. There are currently about 45 graduate students and the Department has excellent research grant support and a world leader in the areas of fluidization and chemical reactor engineering, biochemical engineering and biotechnology, and environmental engineering. The Department has established excellent collaboration and transfer of technology to industry in Canada and around the world.

The Chair of the Department will be expected to play a leadership role in the expansion of faculty, the undergraduate and graduate programs. The preferred candidate will have a demonstrated commitment to excellence in undergraduate and graduate teaching, a strong research record and administrative experience. Position is subject to budget approval. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian Citizens and Permanent Residents of Canada. The University of Western Ontario is committed to employment equity and welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal peoples, and persons with disabilities. Nominations and applications should be sent to: Dean R.M. Mathur, Faculty of Engineering Science, The University of Western Ontario, London, Ontario, Canada, N6A 5B9; Web Site: <http://www.engsci.uwo.ca>, by November 30, 1998.

UNIVERSITY OF MANITOBA — The Department of Mechanical and Industrial Engineering at the University of Manitoba is inviting applications for a full-time, tenure-track faculty position in the area of Thermodynamics and Heat Transfer. The candidate would be expected to interact with colleagues working in one or more of the following areas: two-phase flow, condensation, boiling, convective heat transfer, and mass transfer. Experimental techniques would be an asset. The candidate should show evidence of strong potential in teaching and research. The position will be at the rank of Assistant Professor with a starting salary of \$55,000-\$60,000 per annum. The starting date for this position is January 1999 or shortly thereafter. Candidates for the position must have a PhD degree in a field related to the required areas of specialization and be eligible for membership in the Association of Professional Engineers of Manitoba. The duties of the successful candidate will include undergraduate and graduate teaching in the area of thermal science, supervision of graduate students and development of an active, externally funded research program. Ability to interact with industry is an asset. The Department of Mechanical and Industrial Engineering is responsible for two fully-accredited undergraduate programs (Mechanical Engineering and Industrial Engineering) and in addition, Aerospace Structures. The Department is very active in graduate teaching and research at the MEng, MSc, and PhD levels. Currently, there is one NSERC Industrial Chair established in the area of Aerospace Materials. The Department has identified advanced manufacturing as its theme focus to which all areas of expertise can contribute. The Department comprises 22 academic staff, 12 support staff, several post-doctoral fellows, research associates and visiting scholars, as well as approximately 100 graduate students and 350 undergraduate students. Winnipeg is a mature city with rich recreational and cultural opportunities. It combines the amenities of urban life with easy access to the countryside and to northern lakes and forests. Housing prices are low by North American standards. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, aboriginal peoples and persons with disabilities. Priority consideration will be given to Canadian citizens and permanent residents. Applicants should send a resume, the names and addresses of at least three references and a one-page statement of research and teaching goals. Please submit all applications to: Professor A.S. Alfa, Chair of the Search Committee, Department of Mechanical and Industrial Engineering, University of Manitoba, Winnipeg, Manitoba, Canada R3T 5V6. Phone: (204) 784-5555 (for 474-6631). Fax: (204) 775-7567. All e-mail enquiries should be sent to engsci@manitoba.ca to the attention of A.S. Alfa. Applications will be accepted until November 15, 1998.

UNIVERSITY OF MANITOBA — The Department of Mechanical and Industrial Engineering at the University of Manitoba is accepting applications for a full-time, tenure-track faculty position in the area of Solid Mechanics with specialization emphasizing computer applications in the following sub-areas: Computer-aided engineering design, finite element method, computational mechanics, and stress analysis, with an interest in aerospace structures. The appointment will be at the rank of Assistant Professor with a starting salary of \$55,000 - \$60,000. Candidates for the position must have either a PhD degree or be within nine months of obtaining a PhD degree (at the time of application), in a field related to the required areas of specialization and be eligible for registration with the Association of Professional Engineers of Manitoba. The duties of successful candidates will include undergraduate and graduate teaching, supervision of graduate students and the development of an active, externally funded research program. Ability to interact with industry is an asset. The Department of Mechanical and Industrial Engineering is responsible for two fully-accredited undergraduate programs (Mechanical Engineering and Industrial Engineering) and an applied in Aerospace Engineering. The department is very active in graduate teaching and research at the MEng, MSc, and PhD levels. Currently there is one NSERC Industrial Chair established in the area of Aerospace Materials. The focus of the Department is in the area of advanced manufacturing theme of the department. The Department comprises 22 academic staff, 12 support staff, several post-doctoral fellows, research associates and visiting scholars, as well as approximately 100 graduate students and 350 undergraduate students. Winnipeg is a mature city with rich recreational and cultural opportunities. It combines the amenities of urban life with easy access to the countryside and to

...it makes sense.

UNIVERSITY OF ALBERTA

ANNONCES CLASSÉES

northern lakes and forests. Housing prices are low by North American standards. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, aboriginal peoples, and persons with disabilities. Priority consideration will be given to Canadian citizens and permanent residents. Applicants should send a resume, the names and addresses of at least three referees and a one-page statement of research and teaching goals. Please submit all materials to Professor A.S. Alfa, Chair of the Search Committee, Department of Mechanical and Industrial Engineering, University of Manitoba, Winnipeg, Manitoba, Canada R1T 5V6; Phone (204) 474-5983 (or 474-6331); Fax (204) 275-1597. All email enquiries should be sent to alfas@unix.umanitoba.ca to the attention of Professor A.S. Alfa. Applications will be accepted until November 15, 1998.

UNIVERSITÉ D'OTTAWA — Département de génie civil. Poste professeur nommé à la permanence. Le Département de génie civil recherche une personne pour combler un poste de professeur adjoint ou professeur adjoint nommé à la permanence. La personne idéale détient un doctorat avec spécialisation en génie des structures et se démarque par sa motivation à exceller dans l'enseignement et la recherche. La personne idéale détient un doctorat avec spécialisation en génie des structures et se démarque par sa motivation à exceller dans l'enseignement et la recherche. Les structures d'acier sont sa spécialité de recherche. La personne choisie sera appelée à concevoir et à mener un programme de recherche innovatrice, superviser des étudiants en maîtrise, et enseigner à tous les cycles universitaires, en anglais et en français, et devra maintenir un excellent dossier d'enseignement. Le Département pourrait aussi avoir un programme de recherche sur les structures d'acier et de béton. Ses installations d'avant-garde pour l'enseignement des structures comprennent notamment un solide plancher d'essai, une soufflerie et la seule installation d'isolation dynamique au Canada. Le Département se propose de combler ce poste d'ici le 1^{er} juillet 1999 et souhaite donc recevoir les candidatures le plus tard le 31 décembre 1998. Les personnes intéressées sont priées de faire parvenir un curriculum vitae détaillé, une proposition de recherche d'une page et les noms de trois personnes disposées à faire fonction d'évaluateur ou d'évaluatrice, avec leurs adresses postales et électroniques ainsi que leurs numéros de téléphone et de télécopieur, à Monsieur R.L. Droste, Directeur intermédiaire, Département de génie civil, 161, rue Louis-Pasteur, Université d'Ottawa, C.P. 450, succursale A, Ottawa (Ontario) K1N 6N5. L'Université d'Ottawa soutient à l'équité en matière d'emploi et invite toutes les personnes qualifiées à présenter leur candidature, plus particulièrement les femmes. En accord avec les exigences canadiennes d'immigration, cette annonce s'adresse d'abord, mais non exclusivement, aux personnes qui ne sont pas citoyennes canadiennes ou qui ne sont pas résidentes permanentes.

envisage de créer un poste nommé à la permanence auquel la personne embauchée pourra postuler à l'avenir. La personne idéale détient un doctorat avec spécialisation en géotechnique ou en génie hydro-économique et se démarque par sa motivation à exceller dans l'enseignement et la recherche. Elle enseignera à tous les cycles universitaires et devra maintenir un excellent dossier d'enseignement. De plus, elle sera encouragée à faire de la recherche et à présenter des demandes de subvention. La connaissance pratique de l'anglais et du français est un atout. Le Département offre des installations d'enseignement et de recherche de pointe. Les laboratoires de géotechnique sont dotés d'un appareil de compression triaxiale plané et d'un appareil de cisaillement triaxial, d'un système d'analyse de charge cyclique et d'un système d'observation acoustique. Le laboratoire d'hydrologie, d'une superficie de 425 mètres carrés, est l'un des plus grands au Canada. On y trouve divers types de canaux jaugés et des espaces d'essai de grandes dimensions. Le Département se propose de combler ce poste d'ici le 1^{er} juillet 1999 et souhaite donc recevoir les candidatures le plus tard le 31 décembre 1998. Les personnes intéressées sont priées de faire parvenir un curriculum vitae détaillé, une proposition de recherche d'une page et les noms de trois personnes disposées à faire fonction d'évaluateur ou d'évaluatrice, avec leurs adresses postales et électroniques ainsi que leurs numéros de téléphone et de télécopieur et leur adresse de courriel électronique, à Monsieur R.L. Droste, Directeur intermédiaire, Département de génie civil, 161, rue Louis-Pasteur, Université d'Ottawa, C.P. 450, succursale A, Ottawa (Ontario) K1N 6N5. L'Université d'Ottawa soutient à l'équité en matière d'emploi et invite toutes les personnes qualifiées à présenter leur candidature, plus particulièrement les femmes. En accord avec les exigences canadiennes d'immigration, cette annonce s'adresse d'abord, mais non exclusivement, aux personnes qui ne sont pas citoyennes canadiennes ou qui ne sont pas résidentes permanentes.

UNIVERSITY OF OTTAWA — Department of Civil Engineering. Tenure Track Faculty Position. Applications are invited for a tenure track position at the rank of assistant professor. The candidate must hold a PhD with a specialization in structural engineering. Outstanding candidates will be expected to maintain an excellent teaching record at both the undergraduate and graduate levels. The successful candidate will be expected to develop and carry out an innovative, externally funded research program and maintain an excellent teaching record at both the undergraduate and graduate levels. The candidate will be in steel structures. The Department maintains an active program in steel and concrete structures research. The facilities include a strong test floor, wind tunnel, and the only pseudo dynamic testing facility in Canada among other state-of-the-art devices for structural experimental work. The Department plans to fill this position by July 1, 1999. Applications should be received by December 31, 1998. Applicants should send a complete resume, a one-page research

proposal, and a list of three individuals willing to act as referees with their addresses, telephone and fax numbers and e-mail addresses to Dr. R.L. Droste, Acting Chair, Department of Civil Engineering, 161 Louis Pasteur St., University of Ottawa, P.O. Box 450, Ottawa, ON K1N 6N5. Equity is a University policy. The University strongly encourages applications from women. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents.

UNIVERSITY OF OTTAWA — Department of Civil Engineering. Replacement Faculty Position. Applications are invited for a three-year replacement position at the rank of assistant professor. The Department is considering opening a tenure track position for which the appointee would be an eligible candidate. The candidate must hold a PhD with a specialization in geotechnical or water resources engineering. Outstanding candidates with a commitment to excellence in research and teaching are being sought. The successful candidate will be expected to maintain an excellent teaching record at both the undergraduate and graduate levels. The successful candidate will also be encouraged to apply for research funds and initiate research activities. The candidate must be able to teach in English and French. The Department's research and teaching facilities offer state-of-the-art environments. Geotechnical labs are equipped with computer controlled triaxial creep, 3-0 interface, cyclic loading devices, and acoustic emission apparatus. The hydrology lab is one of the largest in Canada with 425 m² of floor space including a variety of flumes and large physical model test space. The Department plans to fill this position by July 1, 1999. Applications should be received by December 31, 1998. Applicants should send a complete resume, a one-page research proposal, and a list of three individuals willing to act as referees with their addresses, telephone and fax numbers and e-mail addresses to Dr. R.L. Droste, Acting Chair, Department of Civil Engineering, 161 Louis Pasteur St., University of Ottawa, P.O. Box 450, Ottawa, ON K1N 6N5. Equity is a University policy. The University strongly encourages applications from women. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents.

THE UNIVERSITY OF WATERLOO — The Department of Electrical & Computer Engineering. Applications are invited for a tenure track position at the rank of assistant professor. The University strongly encourages applications from women. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. The successful candidate will be expected to develop and carry out an innovative, externally funded research program and maintain an excellent teaching record at both the undergraduate and graduate levels. The candidate will be in steel structures. The Department maintains an active program in steel and concrete structures research. The facilities include a strong test floor, wind tunnel, and the only pseudo dynamic testing facility in Canada among other state-of-the-art devices for structural experimental work. The Department plans to fill this position by July 1, 1999. Applications should be received by December 31, 1998. Applicants should send a complete resume, a one-page research

proposal, and a list of three individuals willing to act as referees with their addresses, telephone and fax numbers and e-mail addresses to Dr. R.L. Droste, Acting Chair, Department of Civil Engineering, 161 Louis Pasteur St., University of Ottawa, P.O. Box 450, Ottawa, ON K1N 6N5. Equity is a University policy. The University strongly encourages applications from women. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents.

UNIVERSITY OF WATERLOO — Systems Design Engineering. Applications are invited for a tenure track faculty position at the rank of Assistant or Associate Professor. The Systems Design Engineering Department is concerned with teaching and research in general systems modelling methodologies, engineering design, technology, and systems. The successful candidate should be comfortable working in an interdisciplinary academic environment, encompassing societal and environmental systems, human systems engineering, intelligent systems and physical system modeling. The Department is particularly interested in candidates with expertise in the development and application of advanced methodologies to computational and environmental systems, including simulation, fuzzy logic, multiple objective decision making, spatial information techniques, and uncertainty and risk analysis. The Department will give preference to persons with teaching ability in the specific subjects of its core undergraduate curriculum, including computing courses and engineering design. The successful candidate will be expected to teach both undergraduate and graduate courses, supervise graduate students and maintain and further develop his or her research program. The candidate should possess a PhD degree and be eligible for registration as a Professional Engineer in Ontario. Application packages may be requested from Prof. Ed Lemay, Chair, Department of Systems Design Engineering, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1, or by email to ed.lemay@utoronto.ca. The closing date for applications is November 30, 1998. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

UNIVERSITY OF WATERLOO — Systems Design Engineering. Applications are invited for a tenure track faculty position at the rank of Assistant or Associate Professor. The Systems Design Engineering Department is concerned with teaching and research in general systems modelling methodologies, engineering design, technology, and systems. The successful candidate should be comfortable working in an interdisciplinary academic environment, encompassing societal and environmental systems, human systems engineering, intelligent systems and physical system modeling. The Department is particularly interested in candidates with expertise in the development and application of advanced methodologies to computational and environmental systems, including simulation, fuzzy logic, multiple objective decision making, spatial information techniques, and uncertainty and risk analysis. The Department will give preference to persons with teaching ability in the specific subjects of its core undergraduate curriculum, including computing courses and engineering design. The successful candidate will be expected to teach both undergraduate and graduate courses, supervise graduate students and maintain and further develop his or her research program. The candidate should possess a PhD degree and be eligible for registration as a Professional Engineer in Ontario. Application packages may be requested from Prof. Ed Lemay, Chair, Department of Systems Design Engineering, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1, or by email to ed.lemay@utoronto.ca. The closing date for applications is November 30, 1998. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

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ENGLISH

UNIVERSITY OF TORONTO at Scarborough — Applications are invited for one or two tenure-track positions. Assistant Professor, English, Division of Humanities, University of Toronto at Scarborough. Qualifications: PhD in English in the areas of eighteenth and nineteenth-century British literature, with a primary specialization encompassing two of the following fields: Eighteenth-century fiction; Romanticism; Victorian novel. Applicants are welcomed from candidates qualified to carry out research and to teach at the undergraduate and graduate levels. Applicants should be prepared to develop and to teach undergraduate courses such as Eighteenth-Century Literature and Culture, The Rise of the Novel, The Romanticism, The Victorians, an Historical Survey of English Literature, an introductory course in critical reading, and special topics in Literature and Culture. Breadth in undergraduate teaching is essential; the ability to teach high-enrollment, introductory courses in literature, in areas that include the twentieth century, will be considered an asset. Our current course descriptions and programme information are available on-line at: <http://www.utoronto.ca/courses/calendar/English.html>. Send letter of application, cv, and one writing sample of no more than 25 pages to Professor Lorna Irie, Chair, Division of Humanities, University of Toronto at Scarborough, 1265 Military Trail, Scarborough, Ontario, M1C 1A4, and arrange to have three

Lakehead UNIVERSITY DEAN OF EDUCATION

Lakehead University is seeking applications and nominations for the position of Dean of the Faculty of Education. Located at the head of the Great Lakes, Lakehead University offers a variety of programs to approximately 5,500 full-time students and 1,200 part-time students.

The Faculty of Education has 29 full-time faculty members and offers Pre-service, Masters of Education, In-service, Native Teacher Education, and Native Language Instructors' Programs. A proposal for a joint PhD program has been formulated and is in process.

The candidate shall have an earned doctoral degree in Education, and should have professional certification and experience in a school system. The candidate shall possess a demonstrated record of excellence in teaching and peer-reviewed research and will be expected to lead the Faculty in long-term planning of academic and research programs.

Reporting to the Vice-President (Academic), the Dean is responsible for planning, management, and administration of the Faculty and will serve as its spokesperson both inside and outside the University.

This is a five-year renewable term position beginning July 1, 1999, or by agreement. Applications should be accompanied by a detailed curriculum vitae and the names and addresses of at least three referees. Letters of nomination should include biographical details of the person nominated. Applications and nominations should be submitted to:

Dr. Jim Gellert
Acting Vice-President (Academic)
Lakehead University
955 Oliver Road
Thunder Bay, ON P7B 5E1

Applications and nominations received by December 15, 1998 will be given preference.

In accordance with Canadian Immigration regulations this advertisement is directed first to Canadian citizens and permanent residents. Lakehead University is committed to employment equity and encourages applications from women, members of visible minorities, aboriginal peoples, and persons with disabilities.



Brandon University TENURE TRACK POSITION DEPARTMENT OF RURAL DEVELOPMENT

Applications are invited for an entry level tenure track appointment in the newly formed Department of Rural Development. Brandon University has just received approval to offer the degree Masters of Rural Development.

Qualifications — Ph.D. in relevant discipline, with strong preparation in the area of Rural Economic Development. The successful candidate will be prepared to teach graduate students and maintain an active research program.

Qualifications: Rank and Salary: Assistant Professor \$39,298 to \$58,356 (currently under negotiation)
Application Deadline: November 6, 1998 or until position is filled
Date of Appointment: 1 January 1999, or until position is filled

Please send curriculum vitae with application and names of three references to:

Dr. R.E. Florida
Dean of Arts
Brandon University
270 - 18th Street
Brandon, MB R7A 6A9
Facsimile: (204) 726-0473
Email: Florida@BrandonU.Ca

In accordance with Canadian Immigration Regulations, this advertisement is directed primarily to Canadian citizens and permanent residents. Both women and men are encouraged to apply.

Dean Faculty of Business Administration

A medium-sized university with a solid reputation in teaching and research, the University of Windsor offers a friendly and supportive environment for both living and learning. It is Canada's southernmost university and its international location provides unique cultural, recreational, and educational opportunities for faculty and students.

The University of Windsor invites applications for the position of Dean, Faculty of Business Administration.

The Faculty of Business Administration offers Bachelors degrees in Commerce and Business, and a Master of Business Administration degree, with cooperative education options. There is also an extensive distance education program. The Faculty consists of 1317 full-time and 450 part-time undergraduate students, 75 full-time and 71 part-time graduate students, 42 full-time faculty, and 22 sessional instructors.

The successful candidate will have a demonstrated capacity to provide dynamic administrative leadership in an academic context. The Dean is expected to lead the Faculty through focussed development of quality programs, in addition to developing and sustaining quality relations with students and the business community.

Applicants should have an understanding of the academic environment and the ability and motivation to build the stature of the Faculty in both teaching and research. A record of achievement consistent with a tenure faculty appointment is expected.

The initial appointment is for five years and is renewable for a second term. Interested individuals should submit a letter of application,

a full curriculum vitae, and the names of three referees. The Search Committee will begin the review of candidates in December 1998. To ensure consideration, applications should be submitted by December 15, 1998, to:

Prof. Neil Gold, Vice-President Academic,
University of Windsor,
401 Sunset Avenue,
Windsor, Ontario N9B 3P4

Tel: 519/253-3000 Ext. 2001
Fax: 519/561-1400
E-mail: vpau@uwindsor.ca

A complete position description and additional information about the University and Faculty of Business Administration are available on the university's web site at:

<http://www.uwindsor.ca/faculty/busad/positions.html>

The University of Windsor is committed to equity and diversity in the workplace and welcomes applications from Aboriginal persons, persons with disabilities, and members of visible minorities. Applications from women are particularly encouraged. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

The search will continue until the position is filled.

the degree
that works

CLASSIFIEDS



The UNIVERSITY OF WESTERN ONTARIO Assistant Professor — Media Studies

The Faculty of Information and Media Studies invites applications for a full-time probationary (tenure-track) faculty appointment at the rank of Assistant Professor in media studies. Candidates must have a PhD in media studies or related discipline, and show evidence of strong research potential and excellence in teaching.

The ideal candidate will have broad theoretical preparation in television studies/telecommunications with particular emphasis in broadcast news and documentary. Skill to bridge theory and practice of media production is expected. Scholarly interests could include one or more of the following areas: political economy of media organizations, impact of digitalization of media, globalization of journalism and media industries, and international journalism and media.

The successful candidate will bring enthusiasm, academic strength, and collaborative abilities to the new Faculty of Information and Media Studies, one which takes as its scholarly domain the role and impact of information, media and communications in the lives of individuals and in society. The Faculty offers an undergraduate degree in Media, Information and Technology, a professional masters program in Journalism and a professional masters program and Ph.D. in Library and Information Science. Teaching duties will include collaborative development and delivery of courses within the undergraduate program on Media, Information and Technology as well as teaching in the Graduate Program in Journalism.

Interested candidates should send their curriculum vitae, names of three referees and copies of scholarly writing, and audio/visual work to:

Dr. Manjunath Pendakur, Dean
Faculty of Information & Media Studies
The University of Western Ontario
Middlesex College,
London, ON Canada N6A 5B7
Ph: (519) 661-3542
Fax: (519) 661-3506
Pendakur@julian.uwo.ca
www.fima.uwo.ca

Application deadline: December 1, 1998 or until filled.

Positions are subject to budgetary approval. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian Citizens and Permanent Residents of Canada only. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities.

letters of reference for confidential dossier addressing both research and teaching. Applications sent directly to the Chair of the Division as soon as possible. Applications arriving after December 1, 1998 may be too late. Appointment commences 1 July 1999. Salary commensurate with experience and qualifications. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and landed immigrants. Permanent Residents of Canada. In accordance with its Employment Equity Policy, the University of Toronto recognizes applications from qualified men and women, aboriginal people, members of visible minorities, and persons with disabilities.

UNIVERSITY OF TORONTO at Mississauga — Erindale College, English and Women's/Gender Studies. University of Toronto, Erindale College and Department of English, invite applications for a tenure-stream position at the rank of assistant professor in the area of critical theory and Women's/Gender Studies. Qualifications: PhD in English, with specialization in critical theory and Women's/Gender Studies. Applications are welcomed from candidates qualified to teach, supervise thesis, and carry out research in critical theory and women's/gender studies. The successful candidate will teach undergraduate courses in the English Programme and the Women's/Gender Studies Programme at the Erindale Campus as well as contributing to the administration of this latter programme, and teaching courses in English. Appointment to commence July 1, 1999. Salary commensurate with qualifications and experience. Demonstrated excellence in research and teaching in both areas is sought. Candidates should submit a current curriculum vitae and one writing sample of scholarly work of not more than 25 pages, and should arrange to provide letters of recommendation (or dossier) and graduate transcripts sent directly to Professor Brian Gorman, Department of English, 7 Kings College Circle, University of Toronto, Toronto, Ontario M5S 1A1. Applications arriving after November 30, 1998 may be too late. The University of Toronto encourages applications from qualified men and women, members of visible minorities, aboriginal people, and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF BRITISH COLUMBIA — The Department of English at the University of British Columbia seeks to fill a position in American literature, with particular emphasis on poetry, at the level of Assistant Professor beginning 1 July 1999. In addition to this specialty, the successful candidate will have a secondary interest in one or more of the following areas: 20th Century American Cultural Studies, American drama, the study of rhetoric, aboriginal and/or diasporic writing in English. Experience with interdisciplinary teaching and research is also an asset. The successful candidate will be expected to have the intellectual breadth and flexibility that the Department increasingly needs as it moves in new directions. The requirements are a completed PhD, a commitment to scholarship reflected in published or publishable work, and teaching experience at the post-secondary level. This position is subject to funding, and salary will be commensurate with qualifications and experience.

teaching experience with academic writing as all levels of the curriculum and knowledge of interactive technologies and their applications to pedagogy and research in Writing. Experience with interdisciplinary and cross-cultural teaching and research is also an asset. The successful candidate will be expected to have the intellectual breadth and flexibility that the Department increasingly needs as it moves in new directions. The requirements are a completed PhD, a commitment to scholarship reflected in publications and work-in-progress, and teaching experience at the post-secondary level. This position is subject to funding, and salary will be commensurate with qualifications and experience. With their letter of application, applicants should send a current c.v. and a writing sample, and arrange for three letters of reference to be forwarded to Dr. Sherill Grace, Head, Department of English, University of British Columbia, 397-1873 East Mall, Vancouver, BC V6T 1Z1. Complete applications must be received by 15 November 1998. The UBC English Department includes 60 tenure-stream members, 24 full-time sessional lecturers, and 40 teaching assistants. The Department offers a strong Honours programme with over 100 students. Its Major attracts about 500 annually. Junior faculty regularly teach in the Graduate Programme, which currently has 74 MA and 60 PhD students. New faculty are given some course release in their first two years, as well as a small start-up research grant. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply.

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With their letter of application, applicants should send a current c.v. and a writing sample, and arrange for three letters of reference to be forwarded to Dr. Sherill Grace, Head, Department of English, University of British Columbia, 397-1873 East Mall, Vancouver, BC V6T 1Z1. Complete applications must be received by 15 November 1998. The UBC English Department includes 60 tenure-stream members, 24 full-time sessional lecturers, and 40 teaching assistants. The Department offers a strong Honours programme with over 100 students. Its Major attracts about 500 annually. Junior faculty regularly teach in the Graduate Programme, which currently has 74 MA and 60 PhD students. New faculty are given some course release in their first two years, as well as a small start-up research grant. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply.

UNIVERSITY OF WATERLOO — Dept. of English. Applicants are invited for a tenure-track position at the assistant professor level in Writing and Rhetoric. We are interested in candidates with expertise in one or more of the following areas: Composition, Discourse Analysis, Document Design, Graphic Communication, Professional Writing, the history and theory of Rhetoric, Web design and related areas of online technology. Applicants are especially encouraged from candidates with secondary strengths in Literature. A PhD and demonstrated strength in teaching and research are required. Corporate or other professional experience in related areas would be an asset. Duties will include teaching undergraduate and graduate courses. The Department offers distinctive undergraduate and graduate programs (MA and PhD) in Literature, Language, Rhetoric, and Professional Writing. Salary negotiable. Appointment effective 1 July 1999. Send resumes, transcripts, writing samples, and letters of reference no later than 1 January 1999 to Dr. Murray McArthur, Chair, Department of English, University of Waterloo, Waterloo, Ontario, N2L 3G1. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native persons, and persons with disabilities. This appointment is subject to the availability of funds.

UNIVERSITY OF WATERLOO — English. Applicants are invited for a tenure-track position in the Department of English at an Assistant or Associate

Academic Positions

Historical Musicology

The Department of Music invites applications for a tenure-track position in historical musicology to begin in July 1999. The appointment will be made at the Assistant Professor rank. We seek particularly those whose area of specialization is the eighteenth century, although applicants in any field of historical musicology will be considered. We are looking for a dynamic teacher and a scholar of exceptional promise. The applicant must have the PhD in hand by July 1999.

Anticipated duties include the teaching of survey and specialized courses for music majors, supervising and teaching graduate students at the M.A., M.Mus. and doctoral levels, and courses for non-majors. Additional qualifications that are desirable might include performance on baroque instruments and experience in directing an early music ensemble, popular music, interdisciplinary studies, and Canadian Music.

The closing date is January 30, 1999. Interested applicants are requested to send a detailed Curriculum Vitae along with three letters of recommendation to: Prof. Malcolm V. Edwards, Chair, Musicology Search Committee, Department of Music.

Nutrition and Human Performance

Applications are invited for a tenure-track position at the rank of Assistant Professor in the Faculty of Kinesiology with a cross appointment in the Faculty of Medicine. The successful candidate will hold a doctoral degree with expertise in life-cycle nutrition (human nutrition and performance) related to growth, development, and/or aging, emphasizing striated or smooth muscle or skeletal/connective tissue systems—focusing on micronutrients, macronutrients, or antioxidants. He/she will be expected to establish a strong integrated research program, teach at both the graduate and undergraduate levels, and collaborate in development of an inter-faculty nutrition program at the University of Calgary. Applicants with advanced post-doctoral training will have an advantage.

For more information about the University and the Faculty of Kinesiology consult <http://www.ucalgary.ca/> and <http://www.kin.ucalgary.ca/>.

Please submit a curriculum vitae, brief description of your research interests, and three names of referees (including addresses, phone/fax, and email addresses) prior to January 1, 1999 to: Dr. R. Zernicke, Dean, Faculty of Kinesiology.

Philosophy

The Department of Philosophy invites applications for an Initial Term (tenure-track) position at the Assistant Professor level commencing July 1, 1999. A PhD or equivalent, and a strong teaching and research record are required.

The Department seeks candidates with research and teaching expertise in ethics and/or feminist philosophy. Particular attention will be given to expertise in applied ethics, including bioethics; the successful candidate should expect to teach some courses in bioethics. Willingness to engage in interdisciplinary activities with the Faculties of Nursing and Medicine will be an asset.

Deadline for receipt of applications is December 8, 1998. Complete dossiers, including a curriculum vitae, at least three letters of reference, postgraduate transcripts, recent sample of writing, and evidence of teaching effectiveness may be sent to: Chair, Department of Philosophy. Inquiries about this position may be directed to John W. Heintz, Head, (403) 220-5532 or heintz@ucalgary.ca. FAX (403) 289-5698.

1999 Spring/Summer Instructor Positions

We are now accepting applications for instructor positions for the 1999 Spring/Summer Session. Undergraduate and graduate level instructional courses may be available in Art, Computer Science, Continuing Education, Dance, Economics, Educational Psychology, Geomatics Engineering, History, Management, Mathematics & Statistics, Music, Political Science, Social Work and Sociology.

Spring/Summer Session is scheduled in two academic terms: May 13-June 30 and July 5-August 20. The positions are term positions for approximately three to six weeks.

Requirements: PhD or equivalent is preferred, with three to five years of university level teaching experience in the subject area. Published articles in national and international journals would be an asset.

The deadline to receive applications is December 1, 1998. Your application should include a curriculum vitae and indicate the area of interest. Forward applications to:

K. Orser, Special Sessions Office, Faculty of Continuing Education, Tel: (403) 220-4991 Fax: (403) 220-0045

Senior Instructor (Internship)

Applications are called for a half-time Limited Term position as Senior Instructor in the Engineering Internship Program, the Faculty of Engineering, for the period January 1, 1999 to June 30, 2001.

Reporting to the Dean, the position duties include academic responsibility for recruitment, admissions, records and courses of undergraduate engineering students in the Program. Close interaction with related industries, engineering and the profession will be required. Other special projects may be assigned by the Dean.

Individuals with an earned Master's degree and Registered Professional Engineer status are invited to apply. Experience is required at a senior administrative level in industry or academia along with experience in conducting university level internship courses and programs. Evidence of a creative approach to the internship teaching function is an asset.

Salary is commensurate with qualifications and experience. (The current salary range is \$45,086 to \$71,435 for a full-time Senior Instructor.) Interested individuals should send a curriculum vitae, a separate statement of interest in the position, and names of three referees prior to November 30, 1998 to: Dr. S.C. Wirasinghe, Dean, Faculty of Engineering.



UNIVERSITY OF CALGARY

www.ucalgary.ca

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary is respects, appreciates and encourages diversity.

Please address all replies to the designated person and faculty for the area of your interest and forward to: University of Calgary, 2500 University Drive NW, Calgary, Alberta T2N 1N4

case Professor level in American literature. We are primarily interested in candidates with expertise in American prose in any area or combination of areas. Applications are especially encouraged from candidates with teaching strengths in areas of Rhetoric and Professional Writing. A PhD and demonstrated strength in teaching and research are required. Duties will include teaching undergraduate and graduate courses. The department offers distinctive undergraduate and graduate programs (MA and PhD) in Literature, Language, Rhetoric, and Professional Writing. Salary negotiable. Appointment effective 1 July 1999. Send resumes, transcripts, writing samples, and letters of reference no later than 1 February 1999 to Dr. Murray McArthur, Chair, Department of English, University of Waterloo, Waterloo, Ontario, N2L 3G1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

UNIVERSITY OF OTTAWA — The Department of English of the University of Ottawa announces the opening of a full-time, tenure-track position in Canadian literature at the Assistant Professor level, starting July 1, 1999. Secondary expertise in Post Colonial Literature is desirable. Qualifications will include a completed PhD and demonstrated strength in teaching and publication. Salary is commensurate with qualifications and experience, and in accordance with the University's Collective Agreement. The University Policy on Equity. The University strongly encourages applications from women. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Send curriculum vitae and have three letters of reference forwarded before December 31st, 1998 to Dr. Ken Wilson, Chair, Department of English, University of Ottawa, Ottawa, Ontario, Canada K1N 6N5.

ENVIRONMENTAL SCIENCE

UNIVERSITY OF TORONTO at Mississauga — Erindale College, Environmental Science. The University of Toronto at Mississauga (Erindale College), invites applications for a full-time appointment in the area of Environmental Science at the Junior level. The appointment will be effective January 1, 1999 at the earliest. Applicants must have a PhD degree, background in geology, chemistry and geophysics, and demonstrated excellence in teaching. The successful candidate will be expected to be innovative in undergraduate teaching, to coordinate the Environmental program, to coordinate a seminar year placement course, and to counsel undergraduate students. Salary will be commensurate with qualifications and experience. In accordance with Canadian Immigration requirements, this advertisement is directed toward Canadian citizens and Permanent Residents of Canada. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women and men, members of visible minorities, aboriginal peoples and persons with disabilities. Applications, including a Curriculum Vitae, statement of teaching ideas and interests, and three letters of reference, should be sent to: The Chair, Search Committee on Associate Dean, Sciences, Room 2038, University of Toronto at Mississauga, 3359 Mississauga Road North, Mississauga, Ontario, Canada, L5L 1C6, by November 30, 1998.

ENVIRONMENTAL STUDIES

UNIVERSITY OF WATERLOO — Tourism. The Faculty of Environmental Studies at the University of Waterloo invites applications for a tenure-track Assistant Professor in Tourism. Candidates should have a strong background in aspects of tourism broadly conceived rather than specifically in hospitality or catering. There is an appropriate record of research or industrial experience, the candidate will demonstrate an ability to undertake research and contribute to teaching in tourism and be familiar with relationships between tourism and such areas as resources management, parks and protected areas, natural built heritage, land use analysis and planning, and local or international development. The candidate is expected to be a strong contributor to teaching and research activities at both the graduate and undergraduate levels. The Faculty of Environmental Studies consists of the School of Architecture, the Department of Environment and Resource Studies, the Department of Geography, and the School of Planning. The successful candidate will be appointed in the Faculty of Environmental Studies but is also expected to maintain a close working relationship with the Department of Recreation and Leisure Studies. For additional information about the Faculty see <http://www.uwaterloo.ca/fes>. Applicants should have a PhD or equivalent extensive experience. The appointment will be effective 1 September 1999. Applicants must include a letter of application stating career objectives, assessment of experience and achievements, approach to teaching and research, and research goals and potential. Applicants must include the letter of application a current curriculum vitae, and names (with contact information) of four possible referees. The first stage in the review of applicants will be based on the letter of application and the CV. References will be contacted for those being considered in the second stage of the review. Complete applications are due by 1 February 1999. Applications should be sent to: Chair, Faculty Search Committee, Office of the Dean, Faculty of Environmental Studies, University of Waterloo, Waterloo, ON N2L 3G1. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, Native Peoples, and persons with disabilities. This appointment is subject to the availability of funds.

FINANCE

McGILL UNIVERSITY — The Faculty of Management of McGill University invites applications for tenure-track positions in Finance at the rank of Assistant Professor. The successful candidates will hold a PhD (or will be very near completion). All areas will be considered. For more information, please write to the Chair, Search Committee, Office of the Dean, Faculty of Management of McGill University, 3600 University Avenue, Montreal, Quebec H3T 3J9. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of McGill encourages applications from all qualified individuals, including women, members of visible minorities, Native Peoples, and persons with disabilities. This appointment is subject to the availability of funds.

against the highest international standards. Please send applications to: Professor Wilfrid Eremuz, Faculty of Management, McGill University, 1001 Sherbrooke Street West, Montreal, Quebec, Canada H3A 1G5. Telephone: (514) 398-4056; Fax: (514) 398-3876. In accordance with Canadian Immigration requirements, priority consideration will be given to Canadian citizens and permanent residents of Canada. McGill University is committed to equity in employment.

UNIVERSITÉ MCGILL — Professeur(e) adjoint(e) en finance. La Faculté de gestion de l'Université McGill invite des mises en candidature pour des postes de professeur(e) adjoint(e) en finance. Ces postes mènent à la permanence. Les candidats doivent être détenteurs d'un doctorat (ou en voie de l'obtenir prochainement). Bien que tous les domaines de spécialisation soient considérés, la préférence sera portée sur les candidats dont les intérêts de recherche sont concentrés dans le domaine des investissements et des instruments financiers dérivés. La démonstration sera établie selon les titres de compétence, du candidat(e). La Faculté de gestion de l'Université McGill soutient l'égalité et l'épanouissement de la pratique de la gestion en affaires. Les programmes de 1^{er}, 2^e et 3^e cycles de grande qualité et en menant des recherches qui, acquiescent à la rigueur internationale, les cycles rigoureux, sont jugés essentiels. Veuillez faire parvenir vos mises en candidature au: Professeur Wilfrid Eremuz, Faculté de gestion, Université McGill, 1001, rue Sherbrooke ouest, Montréal (Québec) Canada H3A 1G5. Téléphone: (514) 398-4056; Télécopieur: (514) 398-3876. Conformément à la Loi sur l'égalité des droits, l'Université McGill encourage les candidats à la migration, cette offre d'emploi en priorité aux citoyens canadiens et aux résidents permanents du Canada. L'Université McGill soutient l'égalité et l'épanouissement de la pratique de la gestion en affaires.

UNIVERSITY OF MANITOBA — Faculty of Management. Applications are invited for a tenure-track position in Finance at the Assistant Professor or Associate level based on qualifications and experience. Varying appointment may also be possible. PhD or MBA completed or near completion required. Duties include research and teaching at the undergraduate and graduate levels. Salary is competitive and will depend on qualifications and experience. Research and teaching experience is required. The University of Manitoba encourages applications from all qualified women and men, including members of visible minorities, aboriginal people and persons with disabilities. Applications should be sent to: Department of Accounting and Finance, Faculty of Management, University of Manitoba, Winnipeg, Manitoba, R3T 5A6. The closing date for initial consideration of applications is December 31, 1998, but further applications will be accepted until the position is filled.

FRENCH & ITALIAN

UNIVERSITY OF TORONTO at Mississauga — Erindale College, French/Italian. The University of Toronto, Division of Humanities, Erindale Campus and Department of French and Italian, invites applications for a tenure-track position at the rank of assistant professor in the area of didactics (the theory and practice of second-language teaching) and computer technology in second language teaching. The successful candidate will teach undergraduate courses in French and Italian in the Language Teaching and Learning Program at the Erindale Campus and graduate courses on the St. George Campus. Appointment to commence July 1, 1999, subject to budgetary approval. Salary commensurate with experience. Demonstrated excellence in research and teaching in both areas of specialization is sought. Competence in both French and Italian would be an asset. The successful candidate will, by November 30, 1998, a current curriculum vitae, publications, and a teaching portfolio, and should arrange to have at least three letters of recommendation sent directly to Professor Catherine Rubenstein, Associate Dean, Division of Humanities, University of Toronto at Mississauga, 3359 Mississauga Road, Mississauga, Ontario, L5L 1C6. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women or men, members of visible minorities, aboriginal peoples, and persons with disabilities. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

GEOGRAPHY

UNIVERSITY OF TORONTO — The Department of Geography and Planning in Planning. The University of Toronto, invites applications for a tenure-track position at the Assistant Professor rank in Urban Design and Planning, beginning July 1, 1999. The successful candidate will teach in the Department of Geography and Planning, and will be responsible for teaching and supervising graduate students. Candidates should have a PhD in Planning, Geography, a design discipline or a closely related field (or an appointment (or soon to be appointed) and at least one degree in Planning. Candidates should have research interests and professional experience in urban design and planning, as well as in urban design history, theory and criticism. Candidates should also demonstrate how they can contribute to the Department's undergraduate geography program. Preference will be given to candidates who are eligible for membership in the Canadian Institute of Planners. Additional information on the program can be obtained through World Wide Web at <http://www.geog.utoronto.ca/dept-geoplanning/urban.htm>, in accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women or men, members of visible minorities, aboriginal peoples and persons with disabilities. Candidates should send curriculum vitae, statements of teaching specialization, research interests and professional experience plus arrange to have letters from three referees forwarded before November 30, 1998 to: Professor Joseph R. DeGardes, Chair, Department of Geography, University of Toronto, Toronto, Ontario, Canada M5S 3G3.

UNIVERSITY OF TORONTO — The Department of Geography and Planning in Planning. The University of Toronto, invites applications for a tenure-track position at the Assistant Professor rank in Urban Design and Planning, beginning July 1, 1999. The successful candidate will teach in the Graduate Planning Program with emphasis on the new specialization in Urban Design, as well as in the Department of Geography and Planning. A PhD in Planning, Geography, a design discipline or a closely related field (or an appointment (or soon to be appointed) and at least one degree in Planning. Candidates should have research interests and professional experience in urban planning, with particular reference to the processes shaping built

form and urban design. Candidates should have the ability or willingness to develop the capability to teach urban planning in the Canadian context and in computer-aided design. Candidates should also demonstrate how they can contribute to the Department's undergraduate geography program. Preference will be given to candidates who are eligible for membership in the Canadian Institute of Planners. Additional information on the Department can be obtained through World Wide Web at <http://www.geog.utoronto.ca/dept-geoplanning/urban.htm>, in accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women or men, members of visible minorities, aboriginal peoples and persons with disabilities. Candidates should send curriculum vitae, statements of teaching specialization, research interests and professional experience plus arrange to have letters from three referees forwarded before November 30, 1998 to: Professor Joseph R. DeGardes, Chair, Department of Geography, University of Toronto, Toronto, Ontario, Canada M5S 3G3.

GERMAN

UNIVERSITY OF WATERLOO — German & Slavic Languages and Literature. The University of Waterloo, Faculty of Education, Assistant Professor, full-time, tenure-track, beginning July 1, 1999. The successful candidate must have a PhD or equivalent in hand upon appointment, fluency in German, facility in English, and a strong commitment to research and teaching, course design and supervision at the undergraduate and graduate levels. Knowledge of French and a willingness to work in Slavic languages a definite asset. Desired areas of expertise and interest: applied linguistics, sociolinguistics, didactics, second language acquisition, comparative linguistics in the Germanic and Slavic fields. The 1998-99 floor for Assistant Professor is \$38,714. Closing date for applications is November 30, 1998. Send curriculum vitae and resumes to: David G. John, Chair, Department of German & Slavic Languages and Literature, University of Waterloo, Waterloo, ON, N2L 3G1. Tel: 519 885 4567, 4384, Fax: 519 746 5743, E-mail: djohn@uwaterloo.ca. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, Native Peoples, and persons with disabilities. This appointment is subject to the availability of funds.

GERMAN STUDIES

UNIVERSITY OF GUELPH — European Studies with Specialization in German Studies. The European Studies Program and the German Studies Section of the School of Languages and Literatures of the University of Guelph invite applications for a tenure-track position at the rank of Assistant Professor beginning August 1, 1999. Duties would involve teaching German language courses, as well as German culture and literature courses at the undergraduate level. Classes will be taught in German, except for cross-listed European Studies courses given in English. The candidate must have a PhD in German and publications in the field of German literature, a successful teaching record in both language and literature courses at the university level, and possess native or near-native fluency in German and English. Administrative experience, particularly in the field of international exchanges with German-speaking universities is highly desirable. Salary will be commensurate with the candidate's qualifications and experience. Applications consisting of a curriculum vitae, teaching and research experience, letters of recommendation should be sent before January 29, 1999 to: Dr. Daniel Chouinard, Director, School of Languages and Literatures, University of Guelph, Guelph, Ontario, N1G 2W1, Canada. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. This position is subject to final budgetary approval. The University of Guelph is committed to an employment equity program that includes a range of measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

GERONTOLOGY

McMASTER UNIVERSITY — Labour Studies Programme. A tenure track appointment will be made in Labour Studies in another department related to the candidate's area of interest, by McMaster University at the Assistant Professor level commencing July 1, 1999. Labour Studies is an interdisciplinary program, which includes Anthropology, Economics, Political Science, Social Work and Sociology. The second in a series of planned interdisciplinary appointments in the Labour Studies Programme made possible by the recent designation of Work and Society as a strategic area by the University. This will be an interdisciplinary subject area that focuses on all forms of work (paid and unpaid) and links the work experience with gender and race relations, state regulation, aging, family life and the community. Resources have been allocated to deliver new undergraduate courses, to launch interdisciplinary MA and PhD programs, and to establish new educational links with labour and community groups. Responsibilities will include undergraduate and graduate teaching and building links with community and labour groups. The successful candidate will be expected to attract research funds and carry out an independent research program. Candidates should have an interdisciplinary approach to studies in work, labour and society and have a PhD in a relevant discipline. In accordance with Employment Equity legislation, McMaster encourages applications from all qualified candidates, including aboriginal peoples, persons with disabilities, members of visible minorities and women. This encouragement is in keeping with Work and Society's focus on ways in which structural forces (e.g. social class, gender, race, age, ability, sexuality, culture) affect workers and their workplaces, and with the Labour Studies Program's long-standing commitment to research and research that reflects the diversity and concerns of the community. Further information on Labour Studies and the Work and Society strategic area can be found on the Labour Studies Home page at <http://www.soc.mcmaster.ca/labstudies/>. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applicants should send a curriculum vitae and arrange to have three letters of reference forwarded to: Chair, Labour Studies Programme, McMaster University, Hamilton, Ontario, L8S 4M4. The application deadline is December 1, 1998.

Lakehead UNIVERSITY

VICE-PRESIDENT (ACADEMIC)

Lakehead University invites nominations and applications for the position of Vice-President (Academic) effective July 1, 1999.

Lakehead University is located at the head of the Great Lakes in Thunder Bay, Ontario, and offers a comprehensive array of programs in the Arts and Sciences, Business, Education, Engineering, Forestry, Kinesiology, Nursing and Outdoor Recreation. A significant mandate of the university is to serve the vast region of Northwestern Ontario and the aboriginal community through on-campus and community based programming, part-time studies and distance education. Lakehead also is a national and international institution and a large proportion of its approximately 5,500 students come from outside the region. The University has some 260 faculty engaged in teaching and research, and a staff of 360. The University's annual operating budget is approximately \$51 million. A strategic planning process is currently underway that is designed to position Lakehead for future growth and development in a changing environment.

The Vice-President (Academic) reports to the President and is responsible for developing and maintaining academic policies and regulations and, in consultation with deans and directors, for the general administration of the academic programs. Reporting to the Vice-President (Academic) are the deans of the Faculties, graduate studies, and directors of academic service areas.

Applicants should possess a PhD, with an established reputation in teaching and scholarly activity, as well as experience at a senior administrative level in a university. The successful candidate will have strong leadership qualities, experience in labour negotiations, the skill to facilitate implementation of the new strategic plan and the energy and enthusiasm to position Lakehead at the academic forefront of Canadian universities.

Nominations and applications should include a full curriculum vitae, a statement of interest, the names, addresses and phone numbers of three referees, and should be submitted in confidence to:

Search Committee for a Vice-President (Academic)
Office of the President
Lakehead University
Thunder Bay, Ontario, Canada P7B 5E1

Applications received by 30 November will be given preference.

For more information on Lakehead University, please visit our web site at www.lakeheadu.ca

In accordance with Canadian immigration requirements, this advertisement is directed first to Canadian citizens and permanent residents. Lakehead University is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified applicants, including women, visible minorities, aboriginal peoples, and persons with disabilities.



The UNIVERSITY OF WESTERN ONTARIO

Rogers Chair in Studies in Journalism & New Information Technology

The Rogers Chair is a capstone appointment in the newly established Faculty of Information and Media Studies. Endowed by Rogers Communications, the Rogers Chair is devoted to the study of the relationship between media forms and new information technology including journalistic forms. It is conceived broadly to include the interaction between technology, culture, politics, economics, and media institutions. The mandate of the chair is to pursue an active research program, participate in graduate and undergraduate teaching and play a major role in helping establish the University as a key centre for research in journalism and new information technology.

The successful candidate will have a Ph.D. in media studies or a relevant field with demonstrated strengths in research, teaching and a significant publication record in media studies. A strong record of research grant support, institution building and participation in international level academic organizations will be assets.

The ideal candidate will be someone who is interested in leaving their home institution for a year or longer to work on a major research project while at Western. Starting date and other terms are negotiable. Rank and salary will be commensurate with qualifications and experience.

Application deadline: December 1, 1998 or until filled.

Please send applications with complete curriculum vitae, names of three references and key publications to:

Dr. Manjunath Pendakur, Dean
Faculty of Information & Media Studies
The University of Western Ontario
Middlesex College,
London, ON
Canada N6A 5B7

Ph: (519) 661-3542
Fax: (519) 661-3506
pendakur@uwo.ca
www.fim.uwo.ca

Positions are subject to budgetary approval. In accordance with Canadian immigration requirements, priority will be given to Canadian Citizens and Permanent Residents of Canada. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal peoples, and persons with disabilities.

HEALTH STUDIES & GERONTOLOGY

UNIVERSITY OF WATERLOO—*Department of Health Studies and Gerontology*. Tenure-track position in Gerontology and Health. The Department of Health Studies and Gerontology, Faculty of Applied Health Sciences, University of Waterloo has available a senior level tenure-track position in Gerontology and Health. The department has three streams: health and aging, health behaviour and bio-health, and the preferred candidate would complement at least two of these streams. The department has close ties with the Alzheimer Research and Education Program and the Centre for Behavioural Research and Program Evaluation (funded by the National Cancer Institute of Canada), both housed in the Faculty of Applied Health Sciences at the University of Waterloo. We expect the appointment to occur by July 4, 1999. Applicants must have a demonstrated degree at the doctoral level, and a demonstrated commitment to both funded research and teaching at the undergraduate and graduate level. The appointment will be made at the Full or Associate Professor level. Send Curriculum Vitae (including a statement of teaching and research interests accompanied by two research articles) and three letters of reference by January 15, 1999 to Dr. John Hird, Chair of Search Committee, Department of Health Studies and Gerontology, University of Waterloo, Waterloo, Ontario, N2L 3G1, Canada. In accordance with Canadian Immigration

requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

HISTORY

UNIVERSITY OF TORONTO at Scarborough—*Applications are invited for a tenure-eligible position, Assistant Professor, History, Division of Humanities, University of Toronto at Scarborough.* Qualifications: PhD in History with specialization in modern African history, and ability to teach a twentieth century world history course. Applicants are welcomed from candidates qualified to carry out research in modern African and world history, and to teach at the undergraduate and graduate levels. Applicants must document excellence in both teaching and research. Salary commensurate with experience and qualifications. Send letter of application and cv, along with evidence of scholarly and teaching ability, to Professor Lorna Lane Abay, Chair of the Division of Humanities, University of Toronto at Scarborough, 1265 Military Trail, Scarborough, Ontario, M1C 1A4, and arrange to have three letters of reference (or confidential dossier) sent directly to the Chair of the Division as soon as possible. Appointment commences 1 July 1999. Applications arriving after January 15 1999 may be too late. In accordance with Canadian Immigration

requirements, this advertisement is directed to Canadian citizens and permanent residents (Permanent Residents of Canada). In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified men and women, a bilingual people, members of visible minorities, and persons with disabilities. Subject to budgetary approval.

UNIVERSITY OF TORONTO at Mississauga—*Erindale College, History*. University of Toronto, Erindale College and Department of History, invites applications for a tenure-eligible position at the rank of Assistant Professor, to begin 1 July 1999. PhD and demonstrated excellence in research and teaching required. Breadth and flexibility in teaching are particularly sought. Areas of specialization: American history. The successful candidate will teach undergraduate courses at the Mississauga Campus and graduate courses at the St. George Campus. Salary commensurate with qualifications. Applications, including a cv, a teaching dossier, publications, and at least three letters of reference, should be sent to Professor A. Murray, Department of History, University of Toronto at Mississauga, 3359 Mississauga Road, Mississauga, Ontario, L5L 1C6. Closing date for receipt of applications: 30 November 1998. The University of Toronto encourages applications from qualified women or men, members of visible minorities, aboriginal peoples, and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

MCGLIL UNIVERSITY—*The Department of History*. McGill University invites applications for an entry level Assistant Professor, tenure track position in Roman History beginning September 1999. While the field is open, there is a preference for Emigraute Antiquity and for social and cultural history. Teaching responsibilities will include surveys of Greek and Roman history and more advanced undergraduate and graduate courses. PhD required at the time of appointment. Applicants should submit a letter describing their interests and experience, a curriculum vitae and three letters of reference to Professor Catherine LeGard, Chair, Department of History, McGill University, 855 Sherbrooke Street West, Montreal, Quebec, Canada H3A 2T7. Closing dates: January 10, 1999. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. McGill University is committed to equality in employment. While English is the language of instruction at McGill, knowledge of French is an asset.

CARLETON UNIVERSITY—*Department of History*. Subject to budgetary approval, the Department of History at Carleton University invites applications for a tenure-track appointment in United States history at the Assistant or Associate Professor level, effective July 1, 1999. The successful candidate will teach an introductory U.S. survey as well as more specialized courses in nineteenth-century U.S. political history. The Department is looking for candidates whose work area of specialization. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

teaching. The capacity to relate political history to broader questions of U.S. historical development in the nineteenth century will be of particular importance. The minimum qualification is a completed PhD. Applications including a curriculum vitae and the names of three referees should be sent to: Professor E. Peter Fitzgerald, Chair, Department of History, Carleton University, 1125 Colonel By Drive, Ottawa, Canada K1S 5B6. (Only referees of short-listed candidates will be contacted.) In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply. The deadline for applications is January 1, 1999.

SIMON FRASER UNIVERSITY—*19th-20th Century Canadian First Nations History*. The Department of History at Simon Fraser University invites applications for a tenure track appointment in 19th or 20th century Canadian history with a research specialty in First Nations history. The position will be made at the Assistant Professor level at a salary that matches qualifications. Preferred qualifications include a completed PhD, publications, and university teaching experience. The successful applicant will teach undergraduate and graduate courses and will be expected to develop a strong research programme in this area of specialization. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

is directed to Canadian citizens and permanent residents. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to all qualified applicants. This position is subject to approval by the University Board of Governors and final budgetary authorization. Closing date for receipt of applications is November 20, 1998. Send a curriculum vitae and three letters of reference to be sent to: Dr. William G. Davis, Chair, Department of History, Simon Fraser University, Burnaby, B.C. V5A 1S6. FAX: (604) 231-5837.

HUMAN JUSTICE

THE UNIVERSITY OF REGINA—*School of Human Justice* offers positions for a tenure-track position (subject to budgetary approval) commencing July 1, 1999. While the rank and salary will be commensurate with the candidates' qualifications and experience, we anticipate an appointment at a more senior rank. We are seeking a colleague who shares with us an interdisciplinary and multi-disciplinary approach to the teaching and practice of justice. The successful candidate will have a PhD completed, a broad background in the social sciences, a professional and/or academic experience in one or more areas of social, legal, criminal, or community justice, and the ability to teach in an adult education perspective in a professional educational context. Applications must be received by November 30, 1998 and should include a curriculum vitae and research interests, several recent publications, a curriculum vitae, course outlines and student evaluations if available, and arrange for the forwarding of three letters of reference to: Dr. M. Knuttila, Dean, Faculty of Arts, University of Regina, Regina, Saskatchewan S4S 0A2. Fax: (306) 585-5368. Questions may be directed to the School Director, Dr. Sandra Pearce, Phone: (306) 585-4035, e-mail: sandra.pearce@uregina.ca. In accordance with Canadian immigration requirements, this advertisement is directed to the first instance to Canadian citizens and permanent residents. The University of Regina is committed to employment equity.

HUMAN NUTRITION

THE UNIVERSITY OF BRITISH COLUMBIA—*Faculty of Agricultural Sciences, School of Family and Nutritional Sciences, Assistant (tenure level) or Associate Professor, tenure track position.* PhD and a completed background in nutritional sciences are required; expertise in metabolic aspects of human nutrition, preferred. The successful candidate will be expected to teach both undergraduate and graduate level courses in nutritional sciences; to supervise graduate students and to develop an active and independent research program. Undergraduate programs are offered in nutritional sciences and in dietetics, as well as graduate programs in nutrition leading to M.Sc. and PhD degrees. Opportunities exist for collaborative teaching with colleagues within the School's Division of Human Sciences, the University of British Columbia, 2248-2357 Main Mall, Vancouver, B.C. V2T 2G4 Canada; Phone: (604) 822-3435; Fax: (604) 822-6394; e-mail: jnutr@ubc.ca. Closing date for applications: December 31, 1998. Anticipated starting date: July 1, 1999. The position is subject to final budget approval. The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

INFORMATION SYSTEMS

UNIVERSITY OF WATERLOO—*The Department of Management Sciences* is seeking applications for an entry level position in the area of information systems (database management, systems analysis and design, telecommunications). In addition to teaching and supervising students, the successful candidate will be responsible for the design, development, and implementation of information systems. The successful candidate will be expected to teach both undergraduate and graduate level courses in information systems. The successful candidate will be expected to supervise graduate students and to develop an active and independent research program. Undergraduate programs are offered in information systems and in dietetics, as well as graduate programs in nutrition leading to M.Sc. and PhD degrees. Opportunities exist for collaborative teaching with colleagues within the School's Division of Human Sciences, the University of British Columbia, 2248-2357 Main Mall, Vancouver, B.C. V2T 2G4 Canada; Phone: (604) 822-3435; Fax: (604) 822-6394; e-mail: jnutr@ubc.ca. Closing date for applications: December 31, 1998. Anticipated starting date: July 1, 1999. The position is subject to final budget approval. The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

INTERNAL MEDICINE

UNIVERSITY OF MANITOBA—*The Section of Cardiology, Department of Internal Medicine, University of Manitoba, and the Winnipeg Hospital Authority* Medicine Programs invite applications for the position of Cardiologist, Congestive Heart Failure Program, based at St. Boniface General Hospital. This will be a hospital full-time, contingent position at the rank of Assistant Professor. The position encompasses inpatient and ambulatory patient care and responsibility for the overall operation of the program. Other clinical opportunities exist for activity in other areas of cardiology practice and consulting services to other Winnipeg hospitals and to rural centres. The position involves teaching both undergraduate and postgraduate medical education at faculty, departmental and sectional levels. In addition to community education programs, there are major research opportunities, including collaboration with established investigators within the Section. Candidates must have tenure experience.

University of Alberta
Edmonton

Faculty of Education

Applications are invited for a number of tenure-track positions in the Faculty of Education at the University of Alberta. The appointments will normally be at the Assistant Professor level with a minimum salary of \$45,000 (subject to confirmation of funding). One or more of these positions will be offered at a senior level. The date of appointment will be July 1, 1999.

The Faculty is one of the largest in the country serving approximately 3200 undergraduate and 800 graduate students. A wide range of pre-service, professional development and graduate programs are offered, including a 4-year BEd, 2-year After Degree, 5-year Combined Degree (Arts, Science, PE.), Advanced Diploma, MEd, EdD, and PhD.

Department of Educational Psychology—Special Education. Applicants should possess a Doctoral degree in Special Education, with specialized training and experience in elementary school instruction of children with special needs in both special education and inclusive settings. Competence in teaching both graduate and undergraduate special education courses in the Instruction of Children with Special Needs is necessary. Training and competence in teaching diagnostic reading or mathematics is essential as well.

Responsibilities will include teaching at the undergraduate and graduate levels, student supervision at the Master's and Doctoral level, pursuit of a program of research and scholarship, and providing leadership in the discipline.

Department of Educational Psychology—Instructional Technology, Human Learning and Cognition. Responsibilities will include teaching courses in human learning and cognition, and instructional technology at the undergraduate and graduate levels, and graduate student supervision at the Master's and Doctoral level. Candidates should have expertise in the psychological foundation for effective integration of computer-based technology in educational environments. The successful candidate will be expected to pursue a program of research and scholarship and provide leadership in the discipline. All applications should have a Doctoral degree in educational psychology or equivalent subject area with a well-defined research program and evidence of teaching competence.

Department of Secondary Education—Mathematics Education. Duties will include undergraduate and graduate teaching in curriculum and instruction courses in mathematics teacher education, educational research, curriculum studies and extensive graduate student supervision at the Master's and Doctoral levels. The successful candidate will have a Doctorate, teaching experience, and a proven record of research and scholarship in mathematics education. Experience in the design and teaching of distance education courses will be a definite asset.

Department of Secondary Education—Social Studies Education. Duties will include undergraduate and graduate teaching in curriculum and instruction courses in social studies education, educational research, curriculum studies and extensive graduate student supervision at the Master's and Doctoral levels. The successful candidate will have a Doctorate, teaching experience, and a strong program of research and scholarship in social studies education. Related teaching and research in areas such as critical pedagogy, cultural studies, media studies, and international education would be definite assets.

Department of Educational Policy Studies and the Division of Technology in Education. Applicants are invited in the combined areas of distance education, adult education and educational technology. Applicants are expected to have a Doctoral degree in an appropriate field. Responsibilities will include teaching at the graduate and undergraduate levels, supervising graduate students, conducting a program of research and publication, and an active role in strengthening linkages with the educational community.

Department of Elementary Education—Art Education. Candidates should have a Doctorate or near completion of a doctoral program with specialization in art education. Candidates should have a valid teaching certificate and appropriate teaching experience in elementary schools. Teaching experience at the university or college level is desirable. Duties will include instruction of

undergraduate and graduate courses in art education, supervision of field experiences, supervision of graduate students and an on-going program of research.

Department of Elementary Education—Technology in Elementary Education. Candidates should have a Doctorate or near completion of a doctoral program with specialization in technology in education with a focus upon elementary education and expertise in a curricular area. Candidates should have a valid teaching certificate and teaching experience in elementary schools. Teaching experience at the university or college level is desirable. Duties will include instruction of undergraduate and graduate courses related to the application of technology to instruction in the elementary schools and in a curricular area, supervision of field experiences, supervision of graduate students and an on-going program of research.

Department of Elementary Education—Second Language Education. Candidates should have a Doctorate or near completion of a doctoral program with specialization in second language education, a valid teaching certificate and appropriate teaching experience. Fluency in two or more languages including English is required. Teaching experience at the university or college level is desirable. Duties will include undergraduate and graduate teaching in curriculum and instruction courses in second language education for elementary and secondary route students, supervision of field experiences, graduate student supervision and an on-going program of research.

Department of Elementary Education—Middle School Mathematics/Science Education. Candidates should have a Doctorate or near completion of a doctoral program with specialization in a field related to mathematics and/or science education at the middle years level. Candidates should have a valid teaching certificate and appropriate teaching experience. Teaching experience at the university or college level is desirable. Duties will include instruction in the Middle Years Teacher Education program offered by the University of Alberta at Red Deer College. Red Deer is located approximately 150 kilometers from Edmonton, Alberta. Other instructional responsibilities will involve undergraduate and graduate instruction in curriculum and instruction courses in Mathematics and/or Science Education for elementary and secondary education students on the campus of the University of Alberta. Supervision of field experiences and graduate supervision may also be involved in the instructional duties. An on-going program of research is expected.

Department of Elementary Education—Early Childhood Education. Candidates should have a Doctorate or near completion of a doctoral program with specialization in early childhood education. Candidates should have a valid teaching certificate and appropriate teaching experience. Duties will include instruction of undergraduate and graduate courses in early childhood education, supervision of field experiences and supervision of graduate students. An on-going program of research is expected.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered.

Applications to specific positions, including a current curriculum vitae, relevant scholarly papers, and the names of three referees should be submitted by February 15, 1999 to:

Dr. Larry Beauchamp, Dean
Faculty of Education
845 Education South
University of Alberta
Edmonton, Alberta T6G 2E5

The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

UNIVERSITY OF ALBERTA

...it makes sense.

ANNONCES CLASSÉES

ally qualifications in Cardiology in the country of current practice and be eligible for registration with the College of Physicians and Surgeons of Manitoba. Certification in Cardiology by the Royal College of Physicians and Surgeons of Canada is preferred. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, aboriginal people and persons with disabilities. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Salary will be commensurate with experience and academic qualifications. Applications, accompanied by a curriculum vitae and a list of publications, should be sent to: Dr. J. Ducas, Head, Section of Cardiology, Room G3228, Health Sciences Centre, 820 Sherbrook Street, Winnipeg, Manitoba, R3A 0W9. TR9 Closing date for receipt of applications is November 30, 1993.

UNIVERSITY OF MANITOBA — The Department of Internal Medicine, University of Manitoba, 133 St. James Street, Winnipeg, R4S 1V6, is accepting applications for a full-time position. The Hospital Authority invite applications for two academic clinical neurologists. These will be generalists with a concentration in the field of stroke and the Health Sciences Centre. The responsibilities will include commitment to patient care, teaching and supervision of residents, and research. Research interests are welcomed. The candidate must have senior specialty qualifications and be a (further) board certified neurologist and be eligible for registration with the College of Physicians and Surgeons of Manitoba. Certification in Neurology by the Royal College of Physicians and Surgeons of Canada is preferred. The University of Manitoba encourages applications from qualified women, minorities, and persons with disabilities, Aboriginal peoples and persons with disabilities. The advertisement is directed to Canadian citizens and permanent residents. Applications from persons with rank and qualifications. Applications should be accompanied by a curriculum vitae, a list of references, and a statement of research interests or research activities, if relevant, and the names of three references to: Dr. H. Nicolle, M.E., Department of Internal Medicine, University of Manitoba, Room 203, 133 St. James Street, Winnipeg, R4S 1V6. Closing date for receipt of applications: November 1, 1988.

UNIVERSITY OF MANITOBA — The Department of Internal Medicine, University of Manitoba, is seeking a full-time, permanent, senior Hospital Auxiliary nurse applicants for one academic neurologist with a special interest/position in clinical neurophysiology. The position is in the Hospital Clinical Neurophysiology Laboratory and in the diagnosis and management of epilepsy. This will be a generalist position with contract work at the Health Sciences Centre. The responsibilities will include administration of the Clinical Neurophysiology Laboratory, supervision of staff, research, teaching, commitment in patient care, teaching (undergraduate and postgraduate) and research. The candidate must have a degree in Neuroscience or Neurology in the country of current practice and be eligible for registration with the College of Physicians and Surgeons of Canada. The University of Manitoba encourages applications from women, aboriginal people, and young members of visible minorities. Aboriginal people and persons with disabilities. This advancement is directed towards the recruitment of women, aboriginal people, and young members of visible minorities. Salary will be commensurate with rank and qualifications. Applications should be accompanied by a curriculum vitae, a list of references, and a list of research interests or research activities, if present, and the names of three referees. To: Dr. L.E. Hucille, M.D., Neurology and Health Sciences Centre, 13th Avenue West, Room G6430, Health Sciences Centre, 280 Sherbrook Street, Winnipeg, Manitoba, R3A 1R6. Send date for receipt of application to: November 30, 1989.

JEWISH/RELIGIOUS STUDIES

YORK UNIVERSITY – The Faculty of Arts, York University, invites applications for a tenure-stream position in Jewish Studies at the Assistant Professor level (Applications at the Associate Professor level are also invited). The position is located in the Department of Jewish Studies, York University, 4700 Keele Street, Toronto, Ontario M3J 1P3. The position is full-time, permanent, and requires a Ph.D. in Jewish Studies by 1993, subject to budgetary approval. Prospective candidates should have the qualifications to teach and to conduct research in at least one of the following areas: Jewish history, Jewish studies, Jewish history, modern Jewish thought, Jewish women's studies. The successful applicant will teach in the introductory and advanced level courses in Jewish Studies, and will be involved in one or two of the following departments: Languages, Literature, and Linguistics, History, Humanities. They will develop a vigorous program of productive research in their area of expertise. He/she will be committed to the highest quality of undergraduate and graduate education. She will be expected to participate in the development of the Jewish Studies Program in the Jewish Teacher Education Programme. She may also be required to teach graduate courses. Demonstrated faculty leadership in the development of Jewish Studies is a desirable. Salary will depend on qualifications and experience. A letter of application with curriculum vitae, statement of research interests, and references should be sent to: Professor Michael Brown, Director Centre for Jewish Studies, Ventr 260, York University 4700 Keele Street, Toronto, Ontario M3J 1P3. The position is open until the position is filled. A strong recommendation to be sent directly to the above address. Deadline for applications is December 15, 1988. York University's employment policy is affirmative action. York University is an equal opportunity institution for women faculty. Qualified women and men are invited to apply. In accordance with Canadian immigration requirements, this position is open to persons of any race, age, sex, marital status, or permanent residents of Canada.

JOURNALISM & COMMUNICATIONS

THE UNIVERSITY OF REGINA — School of Journalism & Communications invites applications for a full-time tenure track position (subject to budgetary approval) to begin July 1, 1999. Regent University is commensurate with qualifications and experience. The successful candidate will have a strong background in print journalism. Recent experience should include news reporting, feature writing, magazine writing, desktop publishing, newspaper, magazine and web design, plus an innovative writing style. The successful candidate will be a team player and documentary production skills would be a plus. Qualifications: a PhD is preferred, however, a combination of education and relevant experience may be considered. Deadline for applications is November 15, 1998. Candidates should submit a curriculum vitae and

arrange for the forwarding of three letters of reference to: Dr. M. Knuttila, Dean, Faculty of Arts, University of Regina, Regina, Saskatchewan, S4S 0A2. Fax: (306) 585-5368. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Regina is committed to employment equity.

KINESIOLOGY

YORK UNIVERSITY — Faculty of Arts, Kinetics and Health Sciences: Applicants are invited for a tenure-track position on the assistant professor level in the Department of Psychology. The present Masters Program covers health-related aspects of exercise physiology, psychology, or equivalent (bachelor's or master's degree). The position is expected to be speaking in the range of academic areas that they cover, as well as to bring their faculty complement to the Department of Psychology. Science Applications from individuals with an interest in health would be particularly welcome. The opportunity to participate in the Health and Human Performance Program in Psychology, Duties include the supervision and teaching of student models and the development of new research projects. A publication record in refereed journals is required, as well as the ability to develop a productive research program. A minimum of 3 years of professional experience would be an asset. Applicants should send, by December 31, 1998, a curriculum vitae, a cover letter, and a list of references, and three recent reprints, and the names, addresses and telephone numbers of at least three individuals who may act as referees. All applications should be sent to the Program in Kinetics and Health Science, York University, Toronto, Ontario M3J 1P3. Duties to commence January 1, 1999. For more information contact: Dr. J. M. Williams@yorku.ca or Dr. J. M. Williams@yorku.ca. York University is implementing a policy of equal opportunity and affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens.

YORK UNIVERSITY – Faculty of Pure and Applied Sciences. **Kinesiology and Health Science**. Applications are invited from a postgraduate level in neurophysiology/neuroscience with an emphasis on some aspect of the broad area of physical activity and health. The program is a research program that utilizes multiple approaches will be a definite asset. The present Master's program covers health-related aspects of kinesiology and health science, including biomechanics and fitness assessment. The program is seeking to broaden the range of academic areas that they cover, and to develop a faculty that will be able to offer a PhD in Kinesiology and Health Science. The opportunity exists for a co-op appointment to the Graduate Program in Biology. Doctoral students and undergraduate teaching assistants. A PhD and promising publication record in related fields is required. The program is a research program that produces research program supported by external funding. Postgraduate students would be a definite asset. Applications should be sent to: Dr. J. C. Calafate, Kinesiology and Health Science, York University, Toronto, Ontario M3J 1P3, Canada. (www.yorku.ca/yksc). Further information can be obtained at <http://www.yorku.ca/yksc/>.

YORK UNIVERSITY is implementing a policy of affirmative action in its recruitment and hiring for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

terdisiplinary and/or muscle physiology and extend these programs to clinical applications. The candidate must be licensed to practice medicine in the Province of Ontario. Duties include research, teaching at the undergraduate and graduate level and supervising graduate students. Candidates are expected to compete for grants and contracts to support their research program and graduate students. Opportunity for clinical practice also is available through the Faculty of Applied Health Sciences Research Clinic. Salary is commensurate with qualification and experience. The Department of Kinesiology is expanding clinical applications of its teaching and research through the recently developed Applied Health Sciences Research Clinic. This provides exciting opportunities for collaborative research. Candidates with demonstrated success in collaborative research are encouraged to apply. The Department of Kinesiology is an inter-disciplinary department with expertise spanning the social

LAW

UNIVERSITY OF SASKATCHEWAN — The College of Law, University of Saskatchewan invites applications for tenure track and term positions commencing July 1, 1999 subject to budgetary approval. The appointments will be made at the Assistant Professor level. Candidates must have completed the Master of Law degree and legal research. Applications, accompanied by a curriculum vitae, a sample of legal research and writing and the names of three referees, should be addressed to Dean Kent Roach, College of Law, University of Saskatchewan, 15 Campus Drive, Saskatoon, Saskatchewan S7N 5A6. The closing date for applications is Friday, December 18, 1998.

LABOUR STUDIES

McMASTER UNIVERSITY – Labour Studies Programme. A tenure track appointment will be made in Labour studies and another departmental appointment will be made in the Department of Sociology by McMaster University at the Assistant Professor level commencing July 1, 1999. Labour Studies is an interdisciplinary programme that includes Anthropology, Economics, Political Science, Social Work and Sociology. This is the second of two appointments in the Labour Studies Programme made possible by the recent designation of Work and Labour Studies as a new interdisciplinary area. The appointment will be in interdisciplinary subject area that focuses on all forms of work (paid and unpaid) and links the work experience with the social and economic environment. The research interests of the successful candidate will be in interdisciplinary subject area and the community. Resources have been allocated to deliver new undergraduate courses in Work and Labour Studies, and the Department of Sociology and to establish new educational links with labour and community groups. Responsibility for the development of new courses, the teaching and building links with community and labour groups. The successful candidate will be expected to develop a research programme leading to a new undergraduate programme leading to peer-reviewed publications. Candidates should have an interdisciplinary approach to work and must have a PhD in a relevant discipline. In accordance with the Employment Equity legislation, McMaster University is an equal opportunity employer and candidates are encouraged to apply.

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With a mandate to advance research and development, Ryerson has developed a reputation for research, and creative thinking in the fields of Applied Arts, Arts, Engineering and Applied Sciences. The expansion of the University, and its commitment to research, is with this position.

Ryerson Polytechnic University has received numerous nominations for the past several years for the Academic Reporting Award. As Associate Vice President of Research and direction of research centres and international affairs, the leadership, innovation and commitment to the research environment of Ryerson's primary mandate must understand and

University community.

Janet Wright

including aboriginal peoples, persons with disabilities, members of visible minorities and women. The program operates in keeping with Work and Society's focus on the ways in which structural forces (e.g. social class, gender, race, age, ability, sexuality, culture) affect workers and their workplaces, and with the Labour Studies Programme's longstanding commitment to teaching and research that reflects the diversity and concerns of the community. Further information on Labour Studies and the Work and Society strategic area can be found on the Labour Studies Home Page at www.soc.mcmaster.ca/~labstud/. In accordance with Canadian immigration requirements, this notice is directed to Canadian citizens and permanent residents. Applicants should send a curriculum vitae and arrange to have three letters of reference sent to the Director, Labour Studies Programme, McMaster University, Hamilton, Ontario, L8S 4M4. The application deadline is December 1, 1998.

ber 4th, 1988. The University of Saskatchewan is committed to Employment Equity. Members of Designated Groups (women, Aboriginal people, people with disabilities and visible minorities) are encouraged to self-identify on their applications.

LIBRARY &
INFORMATION STUDIES

UNIVERSITY OF ALBERTA – School of Library and Information Studies Applications are invited for a tenure track position in Information Studies. The School of Library and Information Studies is a dynamic and growing academic unit. The appointment will be at the Assistant Professor level with a minimum salary of \$36,000. The successful candidate will be expected to teach and supervise graduate students. By 1999, Candidates must demonstrate a strong commitment to research and should have a demonstrated track record in the field. A multi-disciplinary focus on issues of information access and equity. Candidates considered will possess a minimum of a M.A. or M.L.S. degree and likelihood of early completion of one. A commitment to high quality teaching is essential. The successful candidate will be expected to manage/organize including several of the following: information retrieval, indexing, electronic reference services, information literacy, information consortia (both technological and organizational aspects), electronic publishing, the Internet, multimedia, and information services to business and management. Effective interpersonal skills for participation in a academic environment and an interest in student affairs are also required. The successful candidate will supervise research at the school's and possibly doctoral levels. The School is a small, collegial, research, and service oriented institution. Teaching, research, and service

MANAGEMENT

UNIVERSITY OF TORONTO at Mississauga — Management of Technology. University of Toronto at Mississauga, Faculty of Management invites applications for a tenure-stream position in Management of Technology/Technology Strategy/Innovation at the level of Assistant Professor, beginning July 1, 1999. Demonstrated excellence in research and teaching is sought. Candidates should have a PhD in the Management of Technology/Technology Strategy/Innovation on appointment (or soon thereafter). The successful candi-



Brandon University
**TWO ENDOWED CHAIRS—DEPARTMENT
OF BUSINESS ADMINISTRATION**

Brandon University's Department of Business Administration is proud to have had generous benefactors who created two **Endowed Chairs**. Holders of the endowed positions will receive long-term teaching and research appointments and are expected to develop strong linkages with the local and national business community. Extra funding is available to enable the Endowed Professors to take on leadership roles.

The Business Administration Department invites applications for two positions in the areas of **Marketing**, **Small Business Administration**, and **Entrepreneurship**. One position is an Endowed Chair with a term appointment of up to five years and is renewable. The other position is tenure-track. Ranks of the appointments are open. Preferred qualification for the positions is a Doctorate with specialization(s) in Marketing, Small Business, and/or Entrepreneurship. Candidates with a Doctorate in a related discipline or with a Masters Degree and relevant experience are also encouraged to apply. The ability to do research and to deliver courses in more than one area will be an asset.

Current salary ranges, which are under negotiation, are as follows: Assistant Professor \$39,298 - \$58,356; Associate Professor, \$51,617 - \$75,017, and Professor, \$64,655 - \$91,943. The date of appointment is September 1999 or until filled. Deadline for application is 15 January 1999 or until filled.

Interested candidates should forward their Vitae along with teaching dossiers or evaluations and names of three references to:

Dr. Robert Florida
Dean of Arts
Brandon University
Brandon, Manitoba R7A 6A9
Canada@brandonu.ca

In accordance with Canadian Immigration Regulations, this advertisement is directed primarily to Canadian citizens and Landed Immigrants. Both women and men are encouraged to apply.

Associate Vice President, Academic

Ryerson, Canada's foremost polytechnic university, is a leader in providing innovative, applied background to prepare students for the workplace. With more than 12,000 full-time undergraduate programs, Ryerson is a dynamic member of the university community. This position will be a new focus on graduate research role.

applied knowledge and research
had spectrum of scholarly
capacities across its Faculties
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nce and within its University
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ty invites applications and Associate Vice President, Academic, the Vice President, Academic, the responsible for the administrative activities, including the University outreach programs, such as successful candidate will bring vision to the position, and will enhance enhancement of Ryerson's Associate Vice President is for research and, as such, meet the needs of the as provide guidance and

support to academic departments and research centres. The Associate Vice President will be expected to raise the profile of SRC activity within the University, stimulate increased interaction between internal and external research networks, forge strategic alliances with the Canadian research community, and further develop Ryerson's relationships with NSERC, SSHRC and other external funding agencies.

For this position, Ryerson is seeking a dynamic and energetic individual with an established research record and senior level experience in university or comparable administration. Excellent communication skills are required along with a demonstrated ability to work effectively with an academic environment, with government, business and industry, and sensitivity to the relationship between research and teaching.

The appointment will be effective July 1, 1999 for an initial term of five years. Applications and nominations should include a curriculum vitae and be directed to the address shown below. Consideration of candidates will commence in November 1998.

This advertisement is directed in the first instance to Canadian citizens and permanent residents of Canada. In keeping with Ryerson Polytechnic University's Employment Equity Program, applications are encouraged from women, visible minorities, aboriginal people and people with disabilities.

Janet Wright & Associates Inc.
21 Bedford Road, Suite 100
Toronto ON M5R 2J9

Fax: (416) 923.8311



Janet Wright & Associates Inc.

date will teach undergraduate and graduate courses in Management of Technology/Technology Strategy/Innovation on both the Mississauga and the downtown, St. George campus. Salary commensurate with qualifications and experience. Candidates should send a current Curriculum Vitae, teaching portfolio or dossier, and a statement of teaching specialization and research interests to the address below. Applicants should also ask 3 referees to send letters of recommendation under separate cover. Address all correspondence to Professor Peter Paul, Associate Dean, Joseph L. Rotman School of Management, University of Toronto, 105 St. George Street, Toronto, Ontario, Canada, M5S 3E6. Closing date of application is January 15, 1999. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. In accordance with its Employment Equity Policy, the University of Toronto encourages application from qualified women and men, members of visible minorities, Aboriginal people and persons with disabilities.

UNIVERSITY OF TORONTO at Mississauga — Accounting/Accounting Information Systems. University of Toronto at Mississauga, Faculty of Management invites applications for a tenure-stream position in Accounting/Accounting Information Systems at the level of Assistant Professor, beginning July 1, 1999. Demonstrated excellence in research and teaching is sought. Candidates should have a PhD in Accounting with an emphasis on Accounting Information Systems/Information Systems on appointment (or soon thereafter). The successful candidate will teach undergraduate and graduate courses in accounting/information systems/management information systems on both the Mississauga and the downtown, St. George campus. Salary commensurate with qualifications and experience.

Candidates should send a current Curriculum Vitae, teaching portfolio or dossier, and a statement of teaching specialization and research interests to the address below. Applicants should also ask 3 referees to send letters of recommendation under separate cover. Address all correspondence to Professor Peter Paul, Associate Dean, Joseph L. Rotman School of Management, University of Toronto, 105 St. George Street, Toronto, Ontario, Canada, M5S 3E6. Closing date of application is January 15, 1999. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. In accordance with its Employment Equity Policy, the University of Toronto encourages application from qualified women and men, members of visible minorities, Aboriginal people and persons with disabilities.

UNIVERSITY OF TORONTO — The Division of Management and Economics. University of Toronto at Scarborough is recruiting for a tenure stream position, rank open, in micro or macro organizational behaviour, with an ability to teach management skills. Duties include undergraduate teaching in micro and macro organizational behaviour at the University of Toronto at Scarborough, graduate teaching in the University of Toronto's Joseph R. Manly Faculty of Management, and research. A PhD is required, with evidence of excellence in research and teaching. Salary commensurate with qualifications. Interested candidates should send curriculum vitae and evidence of scholarly and teaching ability, and should have three referees send letters, to Professor Michael Krashinsky, Acting Chair, Division of Management and Economics, University of Toronto at Scarborough, 1265 Military Trail, Scarborough, ON M1C 1A4. Effective date of appointment is July 1, 1999. Deadline for applications is December 11, 1998. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women and men, members of visible minorities, and persons with disabilities.

Interested women candidates are especially encouraged to apply. Salary will be competitive and commensurate with qualifications. Applications are accepted until the positions are filled and should be submitted, with a curriculum vitae and the names and addresses of three referees, to: Dr. Eli Levonavi, Chair, Department of Management Marketing and Human Resources, Faculty of Business, Brock University, St. Catharines, ON Canada L2S 3A1; elevonavi@brocku.ca. The Faculty of Business has approximately forty-five full-time members and offers a Bachelor in Accounting and a Bachelor in Business Administration at the undergraduate level with a concentration in Finance as well as other functional areas of business. Both programs can be completed on a regular or cooperative work study basis. A Masters in Accounting is scheduled to commence January 1, 2000, and the faculty offers a number of non-degree programs in executive development and industry specific training.

accordance with Canadian immigration department regulations, this advertisement is directed to Canadian citizens and permanent residents. Applicants should send a curriculum vitae and the names and addresses of three referees to: Ms. Linda Reimer, Office of the President, Athabasca University, 1 University Drive, Athabasca, Alberta, Canada T9S 0A9. Further information may be obtained from Dr. Shamsud Chowdhury, on email shamsud@athabasca.ca, Acting Director, COAS, at (403) 475-6002. The position will remain open until a suitable candidate is found.

MATHEMATICS

McMaster University — The Dr. R. Ronald Nelson Chair in Mathematics. The Department of Mathematics & Statistics, McMaster University, invites applications for the Dr. R. Ronald Nelson Chair in Mathematics, with anticipated starting date July 1, 1999. The Chair will be a tenured appointment in the Department of Mathematics & Statistics. The successful candidate for the Chair should be internationally recognized for his or her fundamental contributions to research in a major area of mathematics, and be actively engaged in significant research projects. The successful candidate should have attained substantial research grant support and demonstrated leadership in organizing research efforts and supervising graduate students. The successful candidate should also have a number of post-doctoral fellowships, two post-doctoral positions, the Banting Postdoctoral Fellowship, support the research activities of the Chair, and be recognized by the Department on the recommendation of the British Professor of Mathematics. The salary will be based on qualifications and experience. McMaster is committed to Employment Equity and encourages applications from all qualified candidates, including Aboriginal people, persons with disabilities, members of visible minorities, and women. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications, including curriculum vitae and three letters of reference, should be received before December 1, 1998 by: J. Hamilton, Chair, Mathematics & Statistics, McMaster University, Hamilton, Ontario, Canada, L8S 4K1.

MANAGEMENT SCIENCE

ATHABASCA UNIVERSITY — Assistant/Associate Professor, Management Science. Athabasca University, Canada's Open University, invites applications for a tenure-track faculty member in management science in the Centre for Commerce and Administrative Studies (CCAS), the Open School of Business. Expected start date for this position is September 1, 1999. A PhD in management science or near completion is required. Candidates should have secondary interests in one or more of the following areas: business statistics, simulation, operations research, and the use of information technology. Preference will be given to candidates with experience in distance or adult education, and in research in electronic delivery methods. Athabasca University is located in the town of Athabasca in the beautiful country north of Edmonton, Alberta. Athabasca University develops and maintains an environment that supports ongoing working conditions for members of groups traditionally under-represented in universities. In

Dean/Vice-President Academic (Arts and Science)

Nipissing University invites applications and nominations for the position of Dean/Vice-President Academic (Arts and Science) with the appointment to be effective July 1, 1999.

Candidates must possess strong academic and professional credentials, with proven administrative experience and ability. The Dean will be expected to provide dynamic leadership within the Faculty.

Located in North Bay, a 3-4 hour drive from Toronto or Ottawa, Nipissing University is one of Canada's newest universities. The university has a Faculty of Arts and Science and a Faculty of Education, totalling approximately 1800 full-time students and 2000 part-time students. The teaching faculty in Arts and Science consists of 58 full-time and 54 part-time instructors.

The Faculty of Arts and Science offers 3 and 4 year Bachelor degrees in most disciplines, in addition to a Bachelor of Applied Technology, Bachelor of Business Administration, Bachelor of Science, Bachelor of Science in Computer Science, a distance education Bachelor of Commerce, and Orientation to Teaching. In addition to his/her role as Dean, the Dean will share Vice-President Academic responsibilities with the Dean of Education and the President. However, the primary responsibilities are those associated with the position of Dean of Arts and Science.

Please forward applications, including curriculum vitae and the names of three referees, to: Dr. David Marshall, President, Nipissing University, P.O. Box 5002, North Bay, Ontario P1B 8L7, Tel: (705) 474-3461, extension 4286. The closing date for the receipt of applications is December 4, 1998.

The salary and conditions are consistent with the nature of this position and commensurate with qualifications. Nipissing University is an "Equal Opportunity Employer."



Latin American Economic History

The Department of History invites applications for a tenure-track, entry level position at the Assistant Professor level in Latin American Economic History, effective 1 July 1999. The candidate will be able to teach undergraduate courses in Economic History and will have a research concentration in Latin America. The successful candidate would have a Ph.D. at the time of the appointment, plus publications and a strong teaching record.

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary respects, appreciates and encourages diversity. Salary will be commensurate with qualifications, and competitive. The closing date for applications is 31 December 1998.

Please send applications, with C.V., a writing sample and three letters of reference to: Dr. John Ferris, Head, Department of History, University of Calgary, 2500 University Drive NW, Calgary, Alberta, T2N 1N4. Further information: Tel: (403) 220-3837 Fax: (403) 289-8566 e-mail: ferris@ucalgary.ca



UNIVERSITY OF CALGARY
www.ucalgary.ca

FACULTY POSITION Department of Botany The University of British Columbia

The Department of Botany invites applications for an Assistant Professor, tenure track position in the area of molecular evolution, with a suggested starting date of July 1, 1999. Applicants should have strong research interests and internationally recognized achievements in early eukaryotic evolution. Priority will be given to those using DNA sequences and/or genomics to clarify the origins and early evolution of eukaryotes. The successful candidate will be expected to have strong interest in organisms and to participate in the teaching of undergraduate (second year) cell biology (cell structure and function) or cell biochemistry.

The appointee will also fulfill the requirements for appointment as a Scholar of the Canadian Institute for Advanced Research (CIAR) Programme in Evolutionary Biology, which supports nodes at the University of British Columbia and nine other Canadian universities; with the additional involvement of distinguished associates worldwide.

The department currently has strength in functional, ecological, and systematic and evolutionary botany. Other facilities include a large herbarium, a protist culture collection, and a modern imaging facility. For further information on the Department of Botany, please see <http://www.botany.ubc.ca/>

UBC hires on the basis of merit and is committed to employment equity. The University encourages all qualified persons to apply. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents. Applicants should submit a curriculum vitae and a statement of current research interests and future plans. They should arrange to have three letters of reference sent directly to: Dr. I.E.P. Taylor, Head, Department of Botany, University of British Columbia, 3529-6270 University Boulevard, Vancouver, BC V6T 1Z4, Canada.

The position is dependent on final financial approval by both the University and by CIAR. The deadline for applications is December 1, 1998.



Humanities Research Group University of Windsor

Visiting Humanities Fellowships 1999-2000

Applications are invited for Visiting Humanities Fellowships, tenable at the University of Windsor in the 1999-2000 academic year. Scholars with research projects in traditional humanities disciplines or in the theoretical, historical or philosophical aspects of the sciences, social sciences, arts and professional studies are invited to apply. Individuals engaged in interdisciplinary research are particularly encouraged to apply. The Fellowship will appeal to sabanticians and those holding research grants, including post-doctoral awards. Applicants must hold a doctorate or the equivalent in experience, research and publications. International applications are encouraged. Visa documents, if required, are the responsibility of the applicant.

The Fellowship is tenable at the University of Windsor for a period of four months to one year. No stipend is attached to the Fellowship. The Humanities Research Group (HRG) will provide office space, university affiliation, library privileges and assist Fellows in establishing contacts with individuals, groups, libraries and institutions in the Southwestern Ontario/Michigan region.

Fellows are expected to work in residence at the HRG for the duration of the award and to deliver a public presentation on their research.

There is no application form. Letters of application should include a rationale for working with the HRG, a curriculum vitae, a one-page abstract and a detailed description of the research project. Applicants should arrange to have three letters of reference sent directly to the HRG by February 15, 1999. Incomplete applications cannot be considered.

The University of Windsor is committed to employment equity and welcomes applications from Aboriginal peoples, persons with disabilities and members of visible minorities. Applications from women are particularly encouraged.

Applications should be forwarded to: Dr. Jacqueline Murray, Director, Humanities Research Group, University of Windsor, 430 Sunset Ave., Windsor, Ontario N9B 3P4 Tel: 519/253-3000 Ext. 3508 Fax: 519/971-3620 E-mail: hrgmail@uwindsor.ca

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ANNONCES CLASSÉES

encouragement is keeping with Work and Society focus on the ways in which structural forces (e.g. social class, gender, race, age, ability, sexuality, cultural affect workers and their workplaces, and with the Labour Studies Program's longstanding commitment to teaching and research that reflects the diversity and concerns of the community. Further information on Labour Studies and the Work and Society strategic area can be found on the Labour Studies Home page at www.mcgill.ca/labstudies. In accordance with Canadian immigration requirements, this notice is directed to Canadian citizens and permanent residents. Applicants should send a curriculum vitae and arrange to have three letters of reference sent to the Director, Labour Studies Programme, McMaster University, Hamilton, Ontario, L8S 4M4. The application deadline is December 1, 1999.

UNIVERSITY OF OTTAWA — The Department of Political Science of the University of Ottawa invites applications for a tenure-track position at the Assistant Professor rank in the area of Women and Politics. Applicants should have a specialization in feminist political theory and/or women's politics in any field of Political Science. Applicants should have completed PhD and a teaching and publication record of promise. The position commences July 1999. The University of Ottawa is an equity employer and encourages applications from women, persons with disabilities, visible minorities and Aboriginal persons. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Other qualified candidates are welcome to apply. The closing date for applications is 15 December 1998. Applications, including a curriculum vitae, should be sent to: Professor James Tully, Chair, Department of Political Science, University of Ottawa, P.O. Box 3050, Ottawa, B.C. V6W 3P5. Applicants should ask three referees to send letters of reference to the Chair. E-mail address: tullyj@uottawa.ca, Fax (505) 721-7485, telephone (505) 721-6480, <http://www.uottawa.ca/polsci>.

PSYCHOLOGY

UNIVERSITY OF GUELPH — The Department of Psychology, College of Social and Applied Human Sciences, University of Guelph has a vacancy for a tenure track appointment at the Assistant Professor level in Industrial/Organizational Psychology. The appointee will be expected to contribute to a highly successful PhD program in I/O Psychology and to general teaching in the areas of measurement or quantitative methodol-

ogy. The successful candidate will be a graduate from a recognized program in I/O Psychology and should be willing to commit to a team approach in guiding newly hired staff. The candidate should have established an active research program and teaching interests in the broad area of industrial psychology and an ability to teach some specialized areas such as performance appraisal and selection. Beyond that, we are seeking an individual who will complement and augment the existing faculty skill set, primarily on the industrial rather than organizational side. The major focus of the teaching will be at the graduate level in I/O Psychology and in the areas of quantitative methodology and test and measurement at either the undergraduate or graduate level. Ideally, the candidate will also be able to contribute to teaching in the areas of social psychology or personality/individual differences.

Candidates should send a vitae and arrange for at least three letters of reference to be sent to: Dr. Michael L. Matthews, Chair, Department of Psychology, University of Guelph, Guelph, Ontario, Canada, N1G 2W1. Closing date for applications and supporting material is December 31, 1998. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified Aboriginal Canadians, persons with disabilities, members of visible minorities and women. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. This appointment is subject to final budgetary approval.

UNIVERSITÉ D'OTTAWA — Psychologie. École de psychologie de l'Université d'Ottawa prévoit combler un poste de professeur ou de professeure consultant à la permanence à compter du 1^{er} juillet 1999. Des postes seront au niveau de professeur adjoint. Le candidat doit avoir une expérience dans le domaine de la psychologie clinique (idéalement, de l'enfant ou de la famille) ainsi que dans le domaine des méthodes quantitatives en psychologie. Les qualifications minimales sont le doctorat en psychologie et un titre bilingue en recherche. La maîtrise du français et de l'anglais (i.e., capacité de communiquer dans les deux langues) est essentielle dans ce poste. Le salaire minimum de l'année en cours est de 39 000 \$ (à l'essai). Les candidats doivent faire parvenir leur curriculum vitae, leur lettre d'intention et trois lettres de référence, ainsi que des copies de leur curriculum vitae, à l'adresse suivante: Dr. William R. Kane, Chair, Department of Psychology, Simon Fraser University, Burnaby, B.C. V5A 1S6. Deadline for applications is December 4, 1998. All positions are

de deux publications récentes ou de tout autre document constituant une contribution académique. Dr. Catherine Bélanger, Directrice adjointe, École de psychologie, Université d'Ottawa, Ottawa, Ontario, Canada, K1N 6N5. Conformément aux règlements de l'immigration canadienne, cette annonce s'adresse aux citoyens canadiens ou aux immigrants permanents. L'université a une politique d'équité en matière d'emploi et elle encourage fortement les demandes de la part des femmes.

UNIVERSITY OF OTTAWA — Psychology. The School of Psychology of the University of Ottawa anticipates one tenure-track position to be filled as of July 1, 1999, at the Assistant Professor level. Priority will go to applicants in the areas of clinical psychology (birth a specialty in adolescent, child or family) and quantitative methods in psychology. Applicants should meet the following minimum requirements: Doctorate in Psychology and research competence. Fluency in French and English (i.e., ability to teach in both languages). The minimum salary for the current academic year is \$43,918. Applications should be received before January 1, 1999. Submit a letter of application, curriculum vitae, names and addresses of three individuals who will be sending letters of reference, and two recent publications from refereed journals or other visible evidence of scholarly publication to: Dr. Catherine Bélanger, Assistant Director, School of Psychology, University of Ottawa, Ottawa, Ontario, Canada, K1N 6N5. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Equity is a University policy, and as such, the University strongly encourages applications from women.

SIMON FRASER UNIVERSITY — The Psychology Department at Simon Fraser University invites applications for three tenure-track positions: the Assistant Professor level in Developmental Psychology, the Assistant Professor level in Biological Psychology, and the Assistant Professor level in Clinical Psychology. The program in Clinical Psychology is strongly committed to the scientist-practitioner model and demonstrated excellence in research is required of candidates. APH/IOM or CPA or APA accredited doctoral program in Clinical Psychology is required. The area of research specialization within child clinical is open. The deadline for receipt of completed applications is February 1, 1999, with an anticipated starting date of September 1, 1999. Applicants should arrange for three confidential letters of recommendation to be sent to the address below. Statements of current and proposed areas of research and teaching, curriculum

subject to budgetary approval, in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Simon Fraser University is committed to the principle of equitable employment and offers equal employment opportunities to all qualified applicants.

MCMASTER UNIVERSITY — The Department of Psychology at McMaster University invites applications from candidates eligible to be sponsored for a Natural Sciences and Engineering Research Council of Canada (NSERC) award that is directed toward women. We plan to sponsor an appointment for a UFA, and will offer the successful applicant a tenure track position at the level of Assistant Professor. The duration of the UFA, 3 years initially with a possibility of renewal for a further 2 years, will count toward the normal probationary period for tenure. We are seeking candidates with an active research program in either animal behaviour or cognitive psychology. Preference for the research opening is for someone with an interest in memory or decision making. Special preference will be given to persons whose research program extends to neuroendocrine/neurophysiology domains. Applicants are encouraged to submit letters of reference including Aboriginal people, persons with disabilities, and members of visible minorities. Interested candidates should submit the eligibility criteria for the UFA on the NSERC website (<http://www.nserc.ca/program/ufo>). To apply, send a curriculum vitae, a short statement of research interests, a publication list with selected excerpts, and three letters of reference to: Dr. Bruce Miliken, Department of Psychology, McMaster University, Hamilton, Ontario, Canada, L8S 4K1. Closing date for applications and supporting material is November 15, 1998.

MCGLL UNIVERSITY — The Department of Psychology at McGill University invites applications for a tenure-track position at the Assistant Professor level in Child Clinical Psychology. The program in Clinical Psychology is strongly committed to the scientist-practitioner model and demonstrated excellence in research is required of candidates. APH/IOM or CPA or APA accredited doctoral program in Clinical Psychology is required. The area of research specialization within child clinical is open. The deadline for receipt of completed applications is February 1, 1999, with an anticipated starting date of September 1, 1999. Applicants should arrange for three confidential letters of recommendation to be sent to the address below. Statements of current and proposed areas of research and teaching, curriculum

vitae, selected reports, and other relevant material should also be sent to: Barbara Sherwin, Chair, Clinical Psychology Search Committee, Department of Psychology, McGill University, 1105 Dr. Penfield Avenue, Montreal, Quebec, Canada H3A 1B1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. McGill University is committed to equity in employment.

MCGLL UNIVERSITY — The Department of Psychology at McGill University seeks applicants for a tenure-track position at the Assistant Professor level in Cognitive Psychology broadly construed. We seek applicants with a strong program of research and teaching in areas such as cognitive psychology, computational modeling, decision-making, cognitive neuroscience. The Department has excellent facilities for interdisciplinary

research through its links with McGill Cognitive Science, the Montreal Neurological Institute, and related departments. The deadline for receipt of completed applications is February 1, 1999, with an anticipated starting date of September 1, 1999. Applicants should arrange for three confidential letters of recommendation to be sent to the address below. Statements of current and proposed areas of research and teaching, curriculum vitae, selected reports, and other relevant material should also be sent to: Thomas Shultz, Chair, Cognitive Psychology Search Committee, Department of Psychology, McGill University, 1205 Dr. Penfield Avenue, Montreal, Quebec, Canada H3A 1B1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. McGill University is committed to equity in employment.



The University of Manitoba

FACULTY APPOINTMENTS FACULTY OF LAW

The University of Manitoba Faculty of Law invites applications for up to two entry-level, tenure-track appointments at the rank of Assistant Professor, to begin July 1st, 1999. The Faculty is seeking candidates who will enrich teaching and research and contribute actively to the life of the academic community at the University of Manitoba and beyond. The Faculty is seeking academic excellence. The selection committee will have regard to a candidate's scholarly record as well as demonstrated potential for teaching and research. One of the candidates selected will have an interest in the corporate/commercial or taxation areas. Applicants must have completed, or be close to completing, graduate studies in law.

The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. This advertisement is directed to Canadian citizens and permanent residents.

Each full application should include a curriculum vitae, a brief statement of current and prospective research interests and a statement regarding teaching experience or potential. Applicants may also supply information concerning any interruptions in their academic careers and other factors which may have affected their capacity to complete scholarly work. It is the responsibility of the applicants to have letters from at least three referees sent directly to the address below. The deadline for receipt of completed applications, including letters of reference, is January 4th, 1999.

Applications and letters of reference should be sent to: Dean E. Arthur Braid, CM, Q.C., Faculty of Law, University of Manitoba, Winnipeg, Manitoba, R3T 2N2. Telephone: 204-474-9282; Fax: 204-474-7580.



Department of Fine Art/History of Art
University of Toronto

Associate/Assistant Professor Twentieth Century Art

University of Toronto, Department of Fine Art/History of Art, invites applications for a position in Twentieth Century Art at the rank of Associate Professor or Assistant Professor, tenure stream, to commence July 1, 1999. PhD required; demonstrated excellence in research and teaching commensurate with rank. The successful candidate will teach courses at the undergraduate and graduate levels. Application deadline January 15, 1999. Submit CV, copies of publications, and arrange to have 3 letters of recommendation sent directly to Margaret C. Miller, Chair, Department of Fine Art, University of Toronto, Toronto, Ont., M5S 3G3 Canada. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents of Canada. In accordance with its employment equity policy, the University of Toronto encourages applications from qualified women or men, members of visible minorities, Aboriginal peoples, and persons with disabilities.



Simon Fraser University
Assistant Professor
Biodiversity

The Department of Biological Sciences is seeking a tenure track faculty member in the area of Biodiversity. The appointment will be made at the Assistant Professor level with a start date on or after September 1, 1999. The Department is particularly interested in individuals working on marine systems, but applicants focusing on other systems are also encouraged to apply. The successful candidate will pursue a vigorous, externally funded research program that includes the training of graduate students. She or he will also be expected to teach at the undergraduate and graduate levels, and to provide initiative and leadership in the development of the biodiversity content of these curricula. A PhD degree is required, and post-doctoral experience is preferred. Applicants should send, no later than December 31, 1998, a Curriculum Vitae, three representative reprints, a one-page summary of their research objectives, and three letters of reference to:

Dr. Norbert H. Haunerland, Chair
Department of Biological Sciences
Simon Fraser University
8888 University Blvd.
Burnaby, B.C. V5A 1S6 Canada
Fax: (604) 291-1312

This advertisement is directed to Canadian citizens and permanent residents. This position is subject to final budgetary approval.

Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants.

Ontario Institute for Studies in Education OISE/UT of the University of Toronto

Tenure Stream Positions

On July 1, 1996, the Ontario Institute for Studies in Education merged with the Faculty of Education, University of Toronto to become the Ontario Institute for Studies in Education of the University of Toronto (OISE/UT). With its strong links to Canadian and international education communities, exciting teaching and research opportunities exist in this new institution.

Applications are invited for eight tenure-stream positions in various OISE/UT departments, as described below. Preferred candidates will possess a doctoral degree and a proven record of scholarly publication, and will be expected to make a strong contribution to preservice teacher education and graduate education.

Career Counselling and Development

The successful candidate will have recognized expertise in the areas of career counselling, career development theory, and educational and psychological testing. It is essential that the candidate be eligible for registration as a psychologist in the province of Ontario. (Department of Adult Education, Community Development and Counselling Psychology)

Child and Adolescent Development

Preferred candidates will have a research program in early childhood/transition to school and/or special education/adaptive instruction. (Department of Human Development and Applied Psychology)

Politics and Policy (Two Positions)

The successful candidate will have expertise in the analysis of educational politics and/or educational policy with a particular interest in one or more of the following: educational policy systems, comparative policy analysis, values and ethics, leadership, educational change, issues of difference and diversity within education, human resource development, teacher education, school organization, and educators' work. (Department of Theory and Policy Studies in Education)

Teacher Education (Three Positions)

Successful candidates will be knowledgeable about the education of teachers, will have a research background in teacher education and will demonstrate a strong commitment both to initial teacher education and to the continuing professional development of teachers. Candidates should have an excellent record of teaching in elementary and/or secondary schools, a broad understanding of curriculum, teaching and learning with particular expertise in at least one curriculum area, and an ability to work in cross-cultural teams. (Department of Curriculum, Teaching and Learning)

Workplace Learning and Change

The successful candidate will have research, teaching and field experience in an area of expertise related to organization development and change. The candidate will have a broad understanding of and commitment to adult education as a field of inquiry and practice, and in particular its application in organizational contexts. Preferred candidates will also have: a process as well as content orientation to teaching; expertise in both quantitative and qualitative research methods, including action research; and a demonstrated interest in collaborative teaching, writing, course design and field development. The emphasis in this position is on graduate teaching. (Department of Adult Education, Community Development and Counselling Psychology)

Responsibilities of positions will include: research; teaching; supervision of master's and doctoral theses; and, in some cases, supervision of student teaching. Rank and salary will be commensurate with qualifications and experience. Appointments will commence on July 1, 1999.

Applications, which must include full curriculum vitae, should be submitted by November 30, 1998 to Professor Michael Fullan, Dean, OISE/UT, 252 Bloor Street West, Toronto, Ontario, M5S 1V6. Three confidential letters of reference should be sent directly to Dean Fullan by the same date. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women and men, members of visible minorities, Aboriginal peoples, and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

For more information about OISE/UT and these positions, please visit our web site at <http://www.oise.utoronto.ca>.

CLASSIFIEDS

YORK UNIVERSITY — The Kinship and Health Sciences Program, Faculty of Arts and Sciences, invites applications for a tenure-track, assistant professor position in motor control/motor learning. See listing under Kinship for further details.

UNIVERSITY OF WATLON — Psychology. Applicants are being accepted for a tenure track position at the Assistant Professor level in Developmental Psychology beginning September 1, 1999. The successful candidate must have a PhD in the area of Developmental Psychology, and published research. Responsibilities include: research, undergraduate and graduate teaching, supervising graduate students, and administration. For additional information about the position, visit our website at <http://www.watlon.ca/psychology>. Salary range commensurate with qualifications and experience. Application deadline is December 31, 1998 although applications will be reviewed as they are received. Submit curriculum vitae, reprints or preprints and a letter for three letters of reference to be sent to: Developmental Psychology Search Committee, Department of Psychology, University of Waterloo, 200 University Ave. W., Waterloo, Ontario, N2L 3G1, Canada. The University of Waterloo encourages applications from all qualified individuals, including women, persons with disabilities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

UNIVERSITY OF GUELPH — The Department of Psychology has a tenure-track position in Cognitive Neuroscience, commencing September

1, 1999. The appointee will be expected to contribute to undergraduate teaching in the areas of perception and cognition and to general teaching in the area of research design and measurement of statistics and neuropsychology. While the primary focus of the teaching will be at the undergraduate level, opportunities exist for graduate supervision and teaching in the M.A. General and Applied Developmental program. We are seeking a candidate with a strong commitment to research who has established an active research program. We particularly encourage applicants with research interests in the areas of higher cognitive processes and/or applied perception and cognition. In accordance with Canadian Immigration requirements this position is directed to Canadian citizens and permanent residents. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified Aboriginal Canadians, persons with disabilities, members of visible minorities and women. Candidates should send a vitae and arrange for at least three letters of reference to be sent to: Dr. Michael L. Matthews, Chair, Department of Psychology, University of Guelph, Guelph, Ontario, Canada N1H 2W1. Closing date for applications and supporting material is November 30. The appointment is subject to budgetary approval.

YORK UNIVERSITY — The Kinship and Health Sciences Program, Faculty of Arts and Sciences, invites applications for a tenure-track, assistant professor position in Health Psychology. See listing under Kinship for further details.

RELIGIOUS STUDIES

WILFRID LAURIER UNIVERSITY — The Department of Religion and Culture invites applications for an appointment (subsequent to budgetary approval) at the assistant professor rank, commencing July 1, 1999. Candidates should have a specialization in Judaism and/or Islam, be qualified in the academic study of religion, and be able to support the development of the Department's graduate and undergraduate programs. Preference will be given to persons conversant with the origins, historical developments, and the contemporary manifestations of one or both of these traditions, and who are able to contribute to the understanding of religious diversity. Applicants need to show evidence of promise of teaching ability, and of research and publication of sufficient quality to warrant appointment to the Graduate Faculty. The candidate must have a completed PhD by the time of appointment. Applicants should send a letter of application, curriculum vitae, and teaching dossier (e.g., course evaluations, course outlines). Letters fully and candidly assessing the applicant should be sent directly from these references. Applications should be sent to: Dr. Ray Coppinger, Chair, Department of Religion and Culture, Wilfrid Laurier University, Waterloo, Ontario N2L 3C5, phone: (519) 884-0710, ext. 3310. Information about the Department can be found at the Religion and Culture website (<http://www.wlu.ca/~wlu/index.html>). The deadline for receipt of all materials is December 31, 1998. In accordance with Canadian immigration requirements, preference will be given to Canadian citizens and permanent residents. However, applications from persons not considered non-Canadian citizens. Wilfrid Laurier University is committed to employment equity and encourages applications from all qualified persons.

UNIVERSITY OF ALBERTA — The Department of Comparative Literature, Religious and Film/Media Studies invites applications for a tenure-track assistant professor at the level of junior Assistant Professor in New Testament and its Historical Context, to begin July 1, 1999. The incumbent will be responsible for teaching and supervising research. The candidate should show promise of leadership in his/her field of excellence in teaching. One of the main tasks of the incumbent will be to create and shape a Center for the Study of Christianity at the University of Alberta. This center will include a first scholar in the program of Religious Studies and History and Classics, and scholars in other departments are expected to join later. Teaching responsibilities include both undergraduate and graduate courses. Ability to teach undergraduate courses in areas within the Study of Christianity other than New Testament is a requisite. One of the most important research interests of the candidate should be in the use of Old Testament/Hebrew Bible. The Faculty of Arts at the University of Alberta is engaged in an intensive process of staff renewal and is committed to ensuring that the substantial number of hirings anticipated over the next several years will secure for the future the lively and productive intellectual environment of the University. The Department is very much a participant in this process of renewal. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. Letters of application, curriculum vitae, transcripts, and three letters of reference should be sent by January 5, 1999, to: Dr. George Lang, Acting Chair, Comparative Literature, Religious and Film/Media Studies, The University of Alberta, Edmonton, Alberta, Canada, T6G 2E6. The University of Alberta is committed to the principle of equity in employment. As an

employer, we welcome diversity in the workplace and encourage applications from all qualified persons, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

SLAVIC LINGUISTICS

UNIVERSITY OF ALBERTA — The Faculty of Arts at the University of Alberta is engaged in a process of staff renewal and is committed to ensuring that the many new appointments anticipated over the next few years will secure for the future the lively and productive intellectual environment on which it prides itself. Applications are invited for a tenure-track position in Slavic Linguistics, effective July 1, 1999. For an Assistant Professor, in the Department of Modern Languages and Cultural Studies. Entry level salary for assistant professors is currently \$40,638. The successful candidate will have a PhD, native or near-native proficiency in Ukrainian and Russian, demonstrated research competence, and strong teaching potential. She should be strongly qualified in an area of Slavic linguistics, applied linguistics, or second language pedagogy. She will be expected to teach at the undergraduate and graduate level in the area of specialization, to teach core language courses in Ukrainian and Russian, and to take on responsibilities in the coordination and management of these language programs. The Department is especially interested in hearing from applicants who are able to teach more or more of the following areas: computer assisted language learning, translation, business Ukrainian or Russian, or language and cultural studies. A sound knowledge of a third Slavic language, or of a Germanic or Romance language would be an asset. The area of Applied Linguistics has become a major focal point for the Department. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. Applications, including a resume, all university transcripts, and three letters of recommendation, should be sent by February 8, 1999 to: Dr. Donald Bruce, Acting Chair, Department of Modern Languages and Cultural Studies, Geomatics, Romance, Slavic, University of Alberta, Edmonton, Alberta, Canada, T6G 2E6. Inquiries may be directed to: dolores.walsh@ualberta.ca; telephone (403) 491-1991; fax: (403) 492-9106. The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified persons, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

SOCIAL WORK

UNIVERSITY OF VICTORIA — The School of Social Work is dedicated to enhancing the diversity of our faculty and invites applications for a tenure-track position at the rank of Associate Professor to commence on July 1, 1999. We offer undergraduate BSW degree education on-campus and by distance education and MSW degree education on-campus multi-disciplinary program. The School focuses on engagement based on equity, community change and adult education principles and fosters an analysis of power differences relative to race, ethnicity, ability, sexual orientation, class, gender, age and religion. Applicants are expected to demonstrate their personal and professional commitment and skills in working across diversity and will have held a position in a university that shows a record of achievement in scholarship and current knowledge of qualitative research methods.

and social work theory/practice. Ability to teach from critical, first theories and feminist perspectives. Ability to teach in at least one of the areas of child welfare, substance misuse, working with people with disabilities. Commitment to anti-racism, anti-oppression, anti-colonialism. Recent social work practice experience. Excellent interpersonal communication/organizational skills. The successful candidate may contribute to our School in a number of ways. Take a leading role in research; Supervise Master's students. Teach, supervise practicum and provide academic advising for students in the undergraduate and graduate programs; be willing to teach a variety of courses through an array of delivery modes; Work collaboratively following a consensus based model of decision making for delivery of on-campus and distance education courses; Participate in the university and larger community; Relate to and be sensitive to students and their diversity. Please submit a curriculum vitae and the names of three referees to: Andrew Armitage, PhD, Director, School of Social Work, University of Victoria, P.O. Box 170, Victoria, B.C., V8W 2Y2, Fax: 250-721-8228. Phone: 250-721-8333. Deadline for applications is January 4th, 1999. The University of Victoria is committed to an employment equity program. To increase the diversity of faculty, First Nations peoples, women, visible minorities, people with disabilities, and people of minority sexual orientation are particularly encouraged to apply and are invited to self-identify.

MCMASTER UNIVERSITY — Labour Studies Programme. A tenure track point appointment will be made in Labour Studies and another department related to the candidate's area of interest, by McMaster University at the Assistant Professor level commencing July 1, 1999. Labour Studies is an interdisciplinary programme, resident in the Faculty of Social Sciences, which includes Anthropology, Economics, Political Science, Social Work and Sociology. This is a new and a series of planned interdisciplinary appointments in the Labour Studies Programme made possible by the recent designation of Work and Society as a strategic area by the University. This will be an interdisciplinary subject area that focuses on all forms of work (paid and unpaid) and links the work experience with gender and race relations, state regulation, aging, family life and the community. Resources have been allocated to deliver new undergraduate courses, to launch an interdisciplinary M.A. in Work and Society, and to establish new educational links with labour and community groups. Responsibilities will include undergraduate and graduate teaching and building links with community and labour groups. The successful candidate will be expected to attract research funds and carry out an independent research programme leading to peer-reviewed publications. Candidates should have an interdisciplinary approach to studies in work issues, labour and society and must have a PhD in a relevant discipline. In accordance with Employment Equity legislation, McMaster encourages applications from all qualified candidates, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

abilities, members of visible minorities and women. This endorsement is in keeping with Work and Society's focus on the ways in which structural forces (e.g. social class, gender, race, age, ability, sexuality, culture) affect workers and their workplaces, and with the Labour Studies Programme's longstanding commitment to teaching and research that reflects the diversity and concerns of the community. Further information on Labour Studies and the Work and Society strategic area can be found on the Labour Studies Home page at <http://www.socsci.mcmaster.ca/~labstudies/>. In accordance with Canadian immigration requirements, this notice is directed to Canadian citizens and permanent residents. Applicants should send a curriculum vitae and arrange to have three letters of reference sent to the Director, Labour Studies Programme, McMaster University, Hamilton, Ontario, L8S 4M1. The application deadline is December 1, 1998.

SOCIOLOGY

MCMASTER UNIVERSITY — Labour Studies Programme. A tenure track point appointment will be made in Labour Studies and another department related to the candidate's area of interest, by McMaster University at the Assistant Professor level commencing July 1, 1999. Labour Studies is an interdisciplinary programme, resident in the Faculty of Social Sciences, which includes Anthropology, Economics, Political Science, Social Work and Sociology. This is a new and a series of planned interdisciplinary appointments in the Labour Studies Programme made possible by the recent designation of Work and Society as a strategic area by the University. This will be an interdisciplinary subject area that focuses on all forms of work (paid and unpaid) and links the work experience with gender and race relations, state regulation, aging, family life and the community. Resources have been allocated to deliver new undergraduate courses, to launch an interdisciplinary M.A. in Work and Society, and to establish new educational links with labour and community groups. Responsibilities will include undergraduate and graduate teaching and building links with community and labour groups. The successful candidate will be expected to attract research funds and carry out an independent research programme leading to peer-reviewed publications. Candidates should have an interdisciplinary approach to studies in work issues, labour and society and must have a PhD in a relevant discipline. In accordance with Employment Equity legislation, McMaster encourages applications from all qualified candidates, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

CAUT ACPPU

Publisher's Statement Déclaration de l'éditeur

The publisher will not accept advertisements of academic positions restricting applications on grounds of race, national origin, religion, colour, sex, age, marital status, family status, sexual handicap, sexual preference, social origin, or political beliefs or affiliation. CAUT expects that all positions advertised in the Bulletin are open to both men and women. Advertisements using gender specific language will not be accepted except when the language has been mandated by Human Rights legislation. Where any bona fide reasons for exemption from general policy stated above exist, it is the responsibility of the Institution which intends to place a restrictive advertisement to provide the Editor of the Bulletin with a statement as to these reasons.

Many Canadian universities are signatories to the Federal Contractors Program. The program requires that suppliers of goods and services to the federal government who employ 100 persons or more and who want to bid on federal contracts (including research contracts) of \$200,000 or more must commit themselves to implementing employment equity as a condition of their bid. This commitment requires the identification and removal of artificial barriers to the selection, hiring, promotion and training of women, Aboriginal peoples, persons with disabilities and visible minorities. As a result, applications for some positions advertised in the CAUT Bulletin may be asked to provide information of a confidential nature.

As a service to CAUT members interested in positions available in other countries, the Bulletin accepts advertisements for these positions. The view of academic freedom and the extent to which it is protected in other countries may vary. Except in the case of the United States, where the Association of American University Professors (AAUP) investigates alleged violations of academic freedom, there is no method by which we can provide any verifiable information concerning the state of academic freedom at universities outside of Canada. CAUT publishes a list of universities censured by AAUP twice a year. Further information about these censures can be obtained by writing to: AAUP, Suite 500, 1012 14th St. N.W., Washington, DC 20005, tel: 202-737-5900.

L'éditeur n'accepte pas d'annonces de postes d'enseignement n'engendrant que restreignent les candidatures en fonction de la race, de l'origine raciale, de la couleur, de l'âge, du sexe, d'état civil, de situation familiale, ethnique, d'handicap, d'orientation sexuelle, d'origine sociale ou de convictions. L'ACPPU s'attend à ce que tous les postes annoncés dans le Bulletin soient ouverts aux hommes et aux femmes. Les annonces utilisant un langage sexiste ne sont pas acceptées à moins que la loi ou les droits de la personne ne le permettent. Il incombe à l'établissement qui a l'intention de faire paraître une annonce restrictive de fournir à la rédaction du Bulletin une déclaration énonçant ces raisons.

Beaucoup d'universités canadiennes sont jointes au Programme de contrats fédéraux. Le programme exige que les fournisseurs de biens et services du gouvernement fédéral qui emploient au moins 100 personnes et veulent soumissionner des contrats fédéraux (y compris des contrats de recherche) d'un montant de 200 000 \$ doivent s'engager, comme condition de la soumission, à appliquer l'équité dans l'emploi. Cet engagement exige que l'on supprime tout obstacle artificiel à la sélection, à l'embauche, à l'avancement et à la formation des femmes, des autochtones, des personnes handicapées et des minorités visibles. En conséquence, les applications pour certaines positions publiées dans le Bulletin de l'ACPPU peuvent être demandées aux candidats(e) à certains postes annoncés dans le Bulletin de l'ACPPU pour fournir des renseignements à caractère confidentiel.

Le Bulletin accepte les offres d'emploi à l'étranger du Canada à titre de service pour les membres de l'ACPPU qui pourraient être intéressés. La perception de la liberté universitaire et son degré de protection peut varier d'un pays à l'autre. À l'exception des États-Unis, où l'Association of American University Professors enquête sur des prétendues violations de la liberté universitaire, il n'existe aucune méthode par laquelle nous pouvons fournir une information vérifiable concernant l'état de la liberté universitaire à l'étranger. L'ACPPU publie une liste d'universités sanctionnées par l'AAUP deux fois par année. L'ACPPU publie une liste d'universités sanctionnées par l'AAUP deux fois par année. Pour obtenir des renseignements supplémentaires sur ces censures, prière d'écrire à l'AAUP, suite 500, 1012 14th St. N.W., Washington, DC 20005, tél: (202) 737-5900.

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NUMERO	PETITES ANNONCES	GRANDES ANNONCES
Janvier	4 décembre 1998	11 décembre 1998
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Avril	5 mars 1999	12 mars 1999
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When Even Your Accountant Betrays You

KATHRYN CAMPBELL

GIVEN THE VARIOUS, BELITTLING stereotypes about accountants, it may come as quite a surprise that this stolid cadre of professionals has quietly delivered a life-threatening blow to the university community. While underfunding, academic freedom, the commoditization of teaching, and the corporatization of research have, with justification, captured many headlines, the recently issued Canadian Institute of Chartered Accountants (CICA) "accounting recommendations for not-for-profit organizations" have generated hardly a murmur.

After several years of discussion and debate, the CICA released, in March 1996, a new set of accounting standards for all not-for-profit organizations to take effect for the fiscal year beginning on or after April 1, 1997. Additionally, all not-for-profits were directed to alter retroactively the 1996-1997 statements to comply with the new standards. No alarms were sounded within the university community.

Unbeknownst to most of us, our university administrators have laboured long and hard (at considerable expense and, perhaps, to the neglect of their ongoing duties) to comply with these new standards. Senior university officers accepted the new standards as if they were simply technical adjustments with no public policy impact.

It is particularly telling that the 1997 Canadian Association of University Business Officers' "Financial Reporting Guide" described these changes as "significant" but did not challenge their larger implications. In fact, the CAUBO Guide offers, without nuance, a devastating abdicationist rationale for agreeing to what is a wholesale reformulation of the university financial reporting system: "Understanding university financial statements may be difficult for some users. Business people on the Board, who would normally be considered relatively sophisticated users, sometimes have trouble understanding financial statements which have been prepared on a multi column, fund accounting basis."

Dumbing Down Financial Statements

Are we to understand that CAUBO has seen an urgent need to "dumb-down" the financial statements so that Board members can understand them? Is CAUBO's acquiescence a tacit endorsement of the for-profit financial reporting system and an incipient decline into "bottom-line" corporatism? Are we facing a mindless and insidious move towards bureaucratic homogenization? Sadly, CAUBO chose to support the CICA recommendations and has left us to wonder and worry about the ulterior motivations driving the indiscriminate disfigurement of financial reporting for universities.

Consistent with the pseudo-scientific management tradition, the new CICA standards extol the virtues of standardization, conformity and, consequently, administrative control. The multiple impacts of these standards are both pervasive and pernicious.

The multifunctioned activities of the modern university, previously reported in separate fund statements, are reduced to a single column, a simplistic corporate overview.

Plant and equipment, purchased with public funds to establish a permanent infrastructure, will now be depreciated, with the instantaneous effect of removing millions of dollars of assets from university balance sheets. How can universities possibly be well-served by a procedure that makes every institution look poorer? The most egregious application of the depreciation process requires universities to write off library holdings over a maximum of five years. The presumed equivalence of library books to obsolete inventory or worn-out machinery is deeply symbolic of the insensitivity of the CICA accounting standards to the intangible yet invaluable assets held in trust by all universities.

L'auteure, qui est professeure agrégée en comptabilité et en politique de l'entreprise à l'Université Trent, s'inquiète des nouvelles normes comptables que l'Institut canadien des comptables agréés (ICCA) a recommandées aux organismes sans but lucratif. Ces nouvelles normes, rendues publiques en mars 1996, devaient entrer en vigueur dès le 1^{er} avril 1997. Tous les organismes sans but lucratif devaient modifier leurs états financiers de 1996-1997 pour se conformer aux nouvelles normes. Selon l'auteure, les nouvelles normes de l'ICCA louent les vertus de l'uniformisation, de la conformité et du contrôle administratif. Les activités polyvalentes de l'université moderne sont maintenant réduites à une seule colonne, à un aperçu simpliste de l'établissement. Elle se demande comment l'université sera mieux servie par une méthode qui l'appauvrit davantage alors que les équipements, les installations achetées avec les deniers publics pour établir des infrastructures permanentes seront désormais dépréciés. L'auteure estime qu'il revient aux universitaires d'utiliser leur savoir collectif et leurs énergies pour défendre les valeurs non lucratives, essentielles à un système d'éducation public vivant.

The transformation of the income statement from a cash-basis to an accrual basis downplays the ever-critical pressure to manage cash effectively and substitutes an artificial and opaque performance criterion. While CAUBO recognizes that "the bottom line [revenue minus expenses] is not normally a measure of the degree of financial success of a university," nonetheless they endorsed the conversion of all university income statements to the for-profit format, establishing the framework for subsequent profitability comparisons.

Narrow & Crude

For some time, universities have been threatened with assessment against performance indicators as a measure of public accountability and as a prerequisite for continued government funding. The selection of performance indicators appropriately sensitive to the mission of the modern university has sustained rigorous scrutiny and has received grudging endorsement. Yet suddenly, those complex proxy measures may be swept aside in favour of profitability measures which are, in contrast to performance indicators, vulgar and one-dimensional.

The new accrual "statement of operations" invites the introduction of narrow return-on-investment calculations and crude cost-benefit comparisons, both standard techniques used by business investors to evaluate investment preferences.

Return-on-investment criteria have a notoriously short attention span antithetical to the universities long-term investment in knowledge as a public good. As well, since knowledge has no balance sheet value, university cost-benefit ratios will always be seriously unbalanced and will not attract profit-maximizing investors.

Not for Profit?

Thus, the CICA has pushed universities further down the slippery slope. Once upon a time we were called non-profit organizations to emphasize that the provision of service took precedence over the permanent amassing of funds. The breakeven philosophy was the dominant management ethic and adherence to that ethic demanded honest and diligent management, along with the timely disbursement of public funds. When that ethic is violated, namely, "... if current expenses are less than current revenues, current clients are not receiving the services to which they are entitled..."¹ and clients/funders have a clear basis for concern.

Now, universities are labelled not-for-profit to signify the acceptability of retaining surplus funds (i.e. profits) to make future expenditures and to offset/anticipate future funding uncertainties. Implicit in the new nomenclature is the abandonment of the non-profit breakeven philosophy which was both a financial and an ethical responsibility to maximize the benefits returned to the public within the current year.

If management is entirely relieved of the public obligation inherent in the breakeven philosophy, what alternative ethic will emerge to prevent undue hoarding of resources? With tacit approval for an "OK-to-profit" ethic, is the final and irrevocable "must-profit" phase far behind?

Canaries in the Mine

Are the new CICA standards truly life-threatening or just one more irritant in an increasingly bureaucratized world? It is imperative that all universities understand that the small, undergraduate and newer universities are the "canaries in the coal mines" who are being disproportionately harmed by these new regulations.

As Ministries of Education across the country adopt ever more *laissez-faire* business processes, the vulnerable institutions will be the first and the most severely affected. Trent University, for example, is vulnerable thence

over. With a small senior management team, the application of the new CICA standards has been an excessive burden. The age and particular funding provisions for Trent's capital assets have resulted in a relatively large write-down on our balance sheet. Without senior and wealthy alumni, Trent does not have the endowments, and their attendant security, by which long-established institutions bolster both their income statement and balance sheet. Trent's situation typifies several other universities and, as the canary metaphor foretells, eventually all participants in a poisoned/unsafe system may succumb.

Our Role

While these comments might be classified within the growing genre of "gloomy predictions about the future of the academy," I remain optimistic. Clearly, we cannot cede to accountants the important task of depicting the essence and merits of a university. They have failed in their duty to advocate for us. Nor can we depend upon the accounting process, old or new, to adequately represent the university enterprise.

As a monetized representation system, conventional accounting reports only those items for which there is an agreed dollar value. What is the agreed value of an accessible public university system? What price can we assign to pure research? Does the wisdom in an old library book depreciate?

Ironically, in the absence of shareholders, the professoriate has significant countervailing power as the most established stakeholder group within the university community. We are the stewards of our intellectual heritage and, as such, we must use our collective knowledge and energies to defend the non-profit values essential to a vibrant public education system.

Universities are not like General Motors and our collective story, as told in our financial statements, needs and merits a style appropriate to our worth and our aspirations. Like Mark Anthony, we know the words to our story. ■

(Kathryn Campbell is an Associate Professor of Accounting and Business Policy in the Administrative Studies Program at Trent University. She has held many positions with the Trent University Faculty Association and has extensive volunteer experience on nonprofit governance boards.)

1. Anthony R. and R. Herzlinger, *Management Control in Non-profit Organizations*, Irwin, 1980.

The views expressed are those of the author and not necessarily those of CAUT. Les articles reflètent l'opinion de leurs auteurs et pas nécessairement celle de l'ACPPU.